आज़ादी का अमृत महोत्सव

सत्यमेव जयते

Ministry of Labour & Employment

(Government of India)

भारत 2023 INDIA

वसुधैव कुटुम्बकम्

ONE EARTH • ONE FAMILY • ONE FUTURE

ANNUAL REPORT 2022-23

श्रमेव जयते

Annual Report 2022-23

Ministry of Labour & Employment
Government of India

CONTENTS

Chapter-1

HIGHLIGHTS OF IMPORTANT ACTIVITIES

INTRODUCTION

1.1 Work is part of everyone's daily life and is crucial to one's dignity, well-being and development as a human being. Economic development means not only creation of jobs but also working conditions in which one can work in freedom, safety and dignity. The Ministry of Labour & Employment, one of the oldest and important Ministries of the Government of India, is functioning to ensure improving life and dignity of labour force of the country by protecting and safeguarding the interest of workers, promoting their welfare and providing social security to the labour force both in Organized and Unorganized Sector by enactment and implementation of various Labour Laws, which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislation, as labour is a subject in the Concurrent List under the Constitution of India.

1.2 The Ministry of Labour and Employment has taken several initiatives, legislative as well as administrative, to provide decent working conditions and improved quality of life for workers, and simplification of Labour Laws for ease of doing business. The endeavour of the Ministry is to create a climate of trust that is essential for economic growth and development and for the dignity of the labour force of the country.

New Initiatives / Important Activities

LEGISLATIVE INITIATIVES

LABOUR CODES

1.3 The Government has notified 4 Labour Codes, namely, the Code on Wages, 2019 on 8th August, 2019 and the Industrial Relations Code, 2020, the Code on Social Security, 2020 & the Occupational Safety, Health and Working Conditions Code, 2020 on 29th September, 2020.

1.4 Codification of the Labour Laws will, inter alia, reduce multiplicity of definitions &authorities, facilitate implementation & use of technology in enforcement of labour laws and bring transparency & accountability in enforcement which would promote setting up of more enterprises, thus catalysing the creation of employment opportunities in the country. Hence, it would promote setting up of industries by reducing rigidity of labour market and facilitate hassle-free compliance, paving the way for realizing the goal of Atmanirbhar Bharat. Simultaneously, it will harmonize needs of workers and industry and will prove an important milestone for welfare of the workers.

1.5 As a step towards implementation of the four Labour Codes, the Central Government has published the following draft Rules inviting comments of all stakeholders including general public:-

- the Code on Wages (Central) Rules, 2020;
- the Industrial Relation (Central) Rules, 2020;
- the Industrial Relations (Central) Recognition of Negotiating Union or Negotiating Council and Adjudication of Disputes of Trade Unions Rules, 2021;
- the Code on Social Security (Central) Rules, 2020;
- the Code on Social Security (Employee's Compensation) (Central) Rules, 2021;
- the Occupational Safety, Health & Working Conditions (Central) Rules, 2020; and

- draft Rules under section 16 (5) of the Occupational Safety, Health and Working Conditions Code, 2020.

1.6 Also, under the Industrial Relations Code, 2020, following Model Standing Orders have been pre-published in the Gazette of India for inviting suggestions/objections from the stakeholders:

- the Model Standing Orders for Service Sector, 2020;
- the Model Standing Orders for Manufacturing Sector, 2020; and
- the Model Standing Orders for Mines, 2020.

1.7 Keeping in view the needs of the services sector, a separate Model Standing Orders for Services Sector has been prepared of the first time.

1.8 “Labour" is in the Concurrent List of the Constitution and under the Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. The Central Government and a number of States/UTs have pre-published rules under 4 Labour Codes. The details of States/UTs which have pre-published draft Rules under the four Labour Codes are as follows :

Status of Rules by States/UTs under 4 labour Codes (As on 23.12.2022)

Name of Code	Name of States/UTs which have pre-published the draft rules
The Code on Wages, 2019	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Jammu & Kashmir, Ladakh, NCT of Delhi and Puducherry (31)
Industrial Relations Code, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (28)
Code on Social Security, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Sikkim, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (28)
Occupational Safety, Health & Working Conditions Code, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Odisha, Punjab, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (26)

Implementation of Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), and National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons:

1.9 The PM-SYM and NPS Traders Scheme was launched in March and September, 2019 respectively with the objective to provide old age protection and assure the monthly pension of Rs.

3,000/- per month to the workers of unorganised sector and traders, Shopkeeper and Self Employed Persons whose annual turnover, not exceeding Rs.1.5 crore. The unorganised workers as well as traders and self-employed persons in the age group of 18-40 years whose monthly income is Rs. 15000/- or less and who are not covered under EPFO/ESIC/NPS(Govt. funded) and income tax payee can join the scheme. Under this scheme, minimum assured monthly pension of Rs.3000/- will be provided to the beneficiaries after attaining the age of 60 years. Under the scheme, the subscriber is required to pay the prescribed contribution amount which ranges Rs. 55-200/- depending upon the entry age of the workers and the Central Government provides equal matching contribution. Enrolment to the Scheme is done through the Common Service Centres (CSC), through its network of over 4 lakh centres across the country. In addition, eligible persons can also self-enroll through visiting the portal www.maandhan.in. As on 31.01.2023 over 49.25 lakh and as on 13.09.2022 around 52.21 thousand beneficiaries have been registered under PM-SYM and NP'S Traders Scheme, respectively.

1.10 In addition, Ministry of Labour and Employment has launched the e-shram portal on 26.08.2021 for creating a National Database of Unorganized Workers (NDUW), seeded with Aadhaar. It is first ever national database of unorganized workers including agricultural workers, domestic workers, construction workers, gig and platform workers, etc. eShram captures details of workers such as name, occupation, address, educational qualification, skill type etc. for optimum, realization of their employability and extend the benefits of the social security schemes to them. It is envisaged that the portal will also help in providing portability of the benefits to the migrant and construction workers. It will also provide a comprehensive database to Government for tackling any National crisis situation like COVID-19 in future. As on 31.12.2022 more than 28.5 crore unorganized workers have been registered on e-Shram Portal.

GOVERNANCE REFORMS THROUGH TECHNOLOGY

Shram Suvidha Portal:

1.11 The Ministry of Labour & Employment has developed a unified Web Portal 'ShramSuvidha Portal', to bring transparency and accountability in enforcement of labour laws and ease complexity of compliance. It caters to four major Organizations under the Ministry, namely

- Office of the Chief Labour Commissioner (Central) [CLC(C)]
- Directorate General of Mines Safety [DGMS]
- Employees' Provident Fund Organisation [EPFO]; and
- Employees' State Insurance Corporation [ESIC]

1.12 Main Features of the Portal are as follows:

- Unique Labour Identification Number (LIN): LIN is allotted to units after the registration to facilitate online inspection & compliance.
- Online Return: Units are now required to file single self-certified and simplified annual return instead of filling separate returns as required earlier.
- Transparent Labour Inspection Scheme through computerized system on risk based criteria.

1.13 Allotment of unique Labour Identification Number (LIN) to Units after registration to facilitate online inspection & compliance was started on the Portal with its launch on 16.10.2014 itself. Unique Labour Identification Number (LIN) has been allotted to 38,95,162 units as on 29.12.2022.

1.14 Transparent Labour Inspection Scheme in Central sphere was started on the Portal with its launch on 16.10.2014 itself. The main features of the inspection scheme are as follows:

- A computerized list of inspection is generated randomly based on risk based objective criteria.
- Serious matters are to be covered under the mandatory inspection list.

- Complaints based inspections are determined centrally by Central Analysis and Intelligence Units (CAIU) of each of the enforcement agencies after examination based on data and evidence.
- Mandatory uploading of inspection reports within 48 hours.
- Till 30.01.2023 under Labour Inspection Scheme, 7,39,108 inspection reports across the four Central Labour Enforcement Agencies have been uploaded on Shram Suvidha Portal.

ONLINE RETURN

1.15 Unified Online Annual Returns have been made mandatory in respect of eight (8) Central Labour Acts, namely, the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the Industrial Disputes Act, 1947.the Contract Labour (Regulation and Abolition) Act, 1970, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and the Building and Other Construction Workers (Regulation of Employment and Condition of Service) (BOCW) Act, 1996. These Returns which were half yearly/annually earlier, now need to be filed by all employers annually only and are to be filed online. Since launch of the Online Return on 24.04.2015, 2,69,702 online returns have been filed on the ShramSuvidha Portal as on 29.12.2022 in central sphere (sum of CLC and DGMS returns only).

1.16 Returns under Mines Act, 1952 have been made online on Shram Suvidha Portal. As on 29.12.2022, 24,297 online returns have been filed on the ShramSuvidha Portal.

1.17 Common Online Annual Return in respect of Haryana Labour Department has also been started on the portal. As on 29.12.2022, 9312 returns have been filed on Shram Suvidha Portal.

COMMON REGISTRATION

1.18 Common Registration form for EPFO and ESIC has been made operational. 4,20,196 units with EPFO & 3,51,769 units with ESIC have been registered as on 29.12.2022.

Further, for new Public & Private Limited Companies and One Person Company, registration for EPFO & ESIC has been made operational at the time of incorporation of the company itself through Spice+ and AGILE-PRO e.forms on MCA portal (www.mca.gov.in). Registration for EPFO & ESIC for new Public & Private Limited Companies and One Person Company has been stopped on Shram Suvidha Portal.

1.19 Common Registration under three Central Acts namely the Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 is provided online on Shram Suvidha Portal. 18,757 registrations have been issued using this facility as on 29.12.2022.

1.20 Licenses under two Central Acts, namely, the, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 have been made online. 76,765 licenses have been issued using this facility as on 29.12.2022.

State Integration

1.21 Integration of States with Shram Suvidha Portal is under way. So far, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are being integrated with the Portal. Data is being shared and LIN is being allotted to the establishments covered by the state labour enforcement agencies.

Start Up India

1.22 Facility for exemption from Labour Inspections under six (6) Central Labour Acts is provided to the Start-ups which submit self-certified declarations through ShramSuvidha Portal.

1.23 State/UT Governments have been advised to regulate the inspections for the Start-Ups, wherever applicable and extend the self-certification compliance regime from 3 years to 5 years. 27 States/UTs have taken action on the advisories dated 12.01.2016 and 06.04.2017 issued by this Ministry for self-certification and to regulate inspection under the four (4) labour laws viz. the Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the Payment of Gratuity Act, 1972 and the Contract Labour (Regulation and Abolition) Act, 1970 for the start-ups wherever applicable.

Industrial Relations

Software Application for Monitoring and Disposal, Handling of Apprehended/Existing Industrial Dispute (SAMADHAN) Portal:

1.24 SAMADHAN (Software Application for Monitoring And Disposal, Handling of Apprehended/Existing Industrial Dispute) is an online portal devised to introduce the workers to an easy way of filing their dispute with the concerned Conciliation Officer where Central Government is the appropriate government. The system is so designed that it integrates all the stakeholders (viz. Workman, Conciliation officer, Appropriate Government, and CGITs) in the dispute under one roof i.e. on SAMADHAN. (For more details please refer Chapter-3).

Directorate General of Employment

Aatmanirbhar Bharat Rojgar Yojana (ABRY)

1.25 Government has announced Aatmanirbhar Bharat 3.0 package to boost the economy and increase the employment generation in post Covid recovery phase. One of the measures announced in respect of Ministry of Labour and Employment as part of this package is Aatmanirbhar Bharat RojgarYojana under which every establishment registered with EPFO and their new employees will benefit if the establishments take new employees or those who lost jobs between 01.03.2020 to 30.09.2020. For more details please refer chapter 23 (Para 23.42).

National Career Service

1.26 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The NCS Portal (www.ncs.gov.in) was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. For more details please refer **chapter 23**.

Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)

1.27 The Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) Scheme was launched on 9th August, 2016 to incentivise employers for generation of new employment, where Government of India was paying the full employer's contribution of 12% or as applicable towards EPF& EPS both w.e.f 01.04.2018 for new employment. This scheme had dual benefit, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. The scheme is implemented through EPFO. For more details please refer to **Chapter 6 & 23.**

STATISTICS (AS ON 31.03.3022)

Total Establishments benefitted	**1,52,900**
Total Employees benefitted	**1,21,69,960**
Total Amount Disbursed (Rs.)	**9277.17 Cr**

EMPLOYEES STATE INSURANCE CORPORATION (ESIC):

New Initiatives

For upgrading its infrastructure, ESIC has given in-principle approval for setting up of 76 new ESI hospitals in (Annexure A)

1.28 Medical

- **Annual Preventive Health Check up Program**

  For prevention and early detection of diseases among Insured Persons (IPs)/Insured Women (IWs) of more than 40 – year age group, ESIC has launched an Annual Preventive Health Check Up Program in nine states.

- **Screening Camps in Industrial Clusters**

  Screening camps for IP/IW of all age groups are organized in industrial clusters of 16 locaitons spread over in 15 states.

- **Tele-consultation Services through e-Sanjeevani Portal of the Ministry of Health and Family Welfare**

  All ESIC hospitals direct run hospitals along with 1950 doctors have been on-boarded on e-Sanjeevani portal of the Ministry of Health & Family Welfare to provide teleconsultation to beneficiaries.

- **Super Specialty Services in ESIC Hospitals**

  Out of 51 direct run ESIC hospitals, 24 ESIC hospitals have added various super specialty services in departments of Urology, Nephrology, Medical and Surgical Oncology, Cardiology, Gastroenterology, CTVs etc.

1.29 Non-Medical

- The ESIC has issued instruction on 01.11.2022 to all field offices regarding Special Survey Drive during the period from 01.11.2022 to 31.12.2022 for coverage of uncovered Factories/ Unites / Establishments of newly covered areas/ existing areas.

- During the Covid-19 Pandemic, the ESIC initiated following measures for welfare of employees/IPs and their family members :-

  ➢ The daily rate of relief under Atal Beemit Vyakti Kalyan Yojana (ABVKY), under which a financial relief is provided in case of unemployment of IP for maximum 90 days, was enhanced from 25% to 50% of average earnings of the IP. The eligibility conditions for relief under the scheme were also relaxed.

  ➢ The last date of payment of monthly contribution/filing of return of contribution was extended.

1.30.1 Medical Services – ESI Society

State ESI Society has been operationalized in Chhattisgarh, Maharashtra, Tripura and Himachal Pradesh. Funds are released directly to the respective Society from April, 2019 onwards. Further, in case the states which have operationalised the Society, ESIC bears 100% expenditure upto the specified ceiling, on account of medical services provided by the State Government, instead of the arrangement of states sharing 1/8th expenditure. 21 states have consented so far to form the State ESI Society and are in various stages of formation.

1.30.2 New initiatives under health Reforms Agenda ESIC 2.0

- ESI Corporation, in its 188th meeting held on 18-19th June, 2022 approved massive infrastructure creation. In pursuance to it, 326 new ESIC Branch offices, 44 Dispensary Cum Branch Offices (DCBOs) and 180 ESIS Dispensaries have been sanctioned by ESIC till September, 2022. Convergence with Aayushman Bhawat – PMJAY is also being extended from 157 districts currently to 200 more identified districts and eventually to all districts of the country whereby secondary & tertiary care can be availed by ESI beneficiaries from PMJAY empaneled hospitals on cashless basis.

- As per 2nd Generation Reforms ESIC 2.0, the ESI scheme has been extended to 35 states and Union Territories. There has been a massive geographical expansion of ESI scheme since launch of ESIC 2.0 and the scheme stands extended to 601 districts of the country (as on 01.12.2022) which includes 458 fully notified districts and 143 partially notified districts. The scheme is not notified in 143 districts.
- Extending coverage of social security benefits of ESI scheme – As part of extending the social security benefits of ESI Scheme in the entire country, the ESI scheme has been notified in all the states & Union Territories except Lakshadweep Islands. Now it is proposed to extend the coverage of ESI Scheme to all districts of the country in the coming year(s).

Convergence between Employees' State Insurance Corporation (ESIC) and National Health Authority (AB-PMJAY)

ESIC and NHA (National Health Authority) collaboration has expanded to cover a total 157 districts of the country for providing cashless medical services to ESI beneficiaries through PMJAY empanelled hospitals. Besides 15 ESIC hospitals, detailed in **Annexure B**, have also been selected for providing medical services to PMJAY beneficiaries

NEW INITIATIVES UNDERTAKEN BY EPFO from Jan, 2022 TO December, 2022

1.31 EPFO has undertaken various initiatives out of which, major initiatives having a larger impact are as under: Information Services (IS) Division of EPFO has undertaken various initiatives out of which, major initiatives having a larger impact are as under: 1. E-Nomination: Online filing of E-nomination has been provided to subscribers, E-nomination facility enables subscribers to avail facility of online filing of Pension claims, it also facilitates nominee in getting Provident Fund (EPF), Pension (EPS) and Insurance (EDLI) benefits through filing of online claims. 1,27,49,056 nominations for the period 01/04/2022 to 31/12/2022 have been filed.

1.31.2. Development of Centralized IT Enabled Systems around Unified Portal:

M/s C-DAC Pune has been awarded a project with the approval of the Central Board of Trustee, EPF for development of Centralized IT Enabled Systems around Unified Portal. To meet the end objective of better service delivery, the EPFO desires an integrated system which runs on a centralized database. The main deliverable of this phased development is Managing the life cycle of different type of claims right from receipt to disbursement of payment, Centralized payment file processing and payment disbursement, Reengineered returns filing system, Grant and cancellation of exemption, UAN based accounting, Configurable user and role management engine, MIS reports.

1.31.3. Online compliance monitoring system in respect of contract employees by the Principal Employers:

There are a large number of big establishments as well as the Government departments/ Organizations that outsource their works to contractors for getting their work done. These contractors hire the contract workers and claim the salary from the principal employers. There are several security agencies, man power suppliers, general contractors who get contracts from the big establishments. Government departments like Railways, PWD etc. regularly outsource their works. In order to facilitate the principal employers to monitor whether the contractors have actually remitted the PF dues in respect of the contract workers, an online facility has been provided so that a principal employer can add his contractor establishment and monitor the remittances for the PF dues in respect of the contract workers. The Government Organizations have been given a facility to register on the basis of their TAN and then monitor the compliance of the contractors from the created login. This monitoring leads to ensure that the contract workers get their due benefits.

1.31.4. Pension and EDLI Calculator: Pension and EDLI Calculators has been launched to provide online facility to Pensioner and Family members to calculate the benefits of Pension and Death Linked Insurance Benefit for which they are eligible.

1.31.5. Pan India Implementation of e-Office: Earlier the process of file handling in EPFO was being handled in physical files apart from few offices. In view of Digital India the process of making the official work completely paperless, the process of PAN India e-Office Implementation was commenced for 136 Regional offices of EPFO. On the occasion of Good Governance Day (25.12.2022) some ROs have commenced work on e-Office by moving certain files through e-Office.

1.31.6. Face authentication for Digital Life Certificate:

A facility of Face authentication technology for Digital Life Certificate has been launched to help those pensioners who face difficulties in getting their biometrics (Fingerprint & Iris) captured due to old age.

- IT Policy Framework and Audit: The Information Security Policy approved by the Central Board of Trustees (CBT) is under implementation. Data sharing Policy has been formulated which shall be placed before the CBT for adoption. Storage (Hardware) augmentation policy has been approved by the CBT. Audit of all the Applications commenced by the STQC, and the audit of Infrastructure started by CDAC, Hyderabad.
- Augmentation of IT Infra for providing better services to the stakeholders: During the year, 945 TB of storage hard disks were procured and installed to augment the storage. Diagnostic tools to have peep into the operations & performance of the Applications and infra were procured and installed which resulted in better load balancing and management.

1.31.7 HAR GHAR TIRANGA CAMPAIGN

Har Ghar Tiranga Campaign was organised from 13.08.2022 to 15.08.2022 in which various activities like posting of creative, uploading of photographs of campaign on Social Media/ website were carried out.

1.31.8 SPECIAL CAMPAIGN 2.0 & SWACHHTA DRIVE :

Media Outreach of Special Campaign 2.0 & Swachhta Drive was conducted from 02nd October to 31st October 2022. Several photographs showing "Before and After" of the cleanliness drive were posted on Social Media every day for the whole duration of the campaign.

1.31.9 CHINTAN SHIVIR :

A 'Chintan Shivir' was organized by EPFO on 8th September 2022 at Surajkund, Haryana which was chaired by ShriBhupenderYadav, Hon'ble Union Minister for Labour & Employment and Environment, Forest & Climate Change. ChintanShivir of EPFO themed 'EPFO@AmritKal – BehtarKal', first of its kind in the history of EPFO concluded with landmark discussions and far reaching recommendations for expansion and improvement in Services & Service Delivery Mechanism to it's subscribers. It was attended by domain experts, officers of the Ministry of Labour & Employment and the EPFO **Following Five themes were discussed in Chintan Shivir :-** i. Mission 10 crore – Growing EPFO scope ii. Ease of Compliance – Service Expansion iii. EPFO Karmayogi – Capable Organization iv. Satisfied Members – Seamless Services v. Preparing for future – Pensioners Our Priority

1.31.10 LAUNCH OF PRINCIPAL EMPLOYERS' (PE) FUNCTIONALITY 2.0

The launch of this functionality w.e.f. 12.03.2022 provides for a two – way mechanism for the declaration of PEs by the Contractors, especially those establishments that cater to the manpower needs of PEs such as security services, house-keeping, facility management etc. Such contractor establishments can declare their PEs, whether registered with EPFO or not, in their Login in the following manner:

(i) PEs that registered with EPFO can be declared by their contractors through their EPF code.

(ii) PEs not registered with EPFO can also be declared by the contractors through their TAN.

(iii) The contractor establishments are also allowed to declare particulars like contract tenure, contract/ work order document and

UANs of the employees deployed. Once such a declaration has been made by the contractor, the PE can view the compliance for the UANs of employees 2022 deployed by the contractor.

The above facility will ensure capturing of contract employee data & compliance record even if the Principal employer is not discharging the duty of reporting the details of contractors & contract employees. The launch of this functionality is a step further towards Ease of Compliance for PEs & Contractors alike.

DECRIMINALISATION OF LAWS: An Ad-hoc Committee from amongst members of the CBT, EPF was constituted to give recommendations for enhancing coverage and reducing litigation. The said Committee has recommended a mechanism for Alternate Dispute Resolution for providing avenues for amicable settlement of disputes. In line with the recommendations of the Committee, guidelines have been framed and issued for withdrawal of Prosecution Cases for non-seeding of KYC details with UAN.

1.31.11 CONDUCT OF QUASI-JUDICIAL INQUIRIES IN VIRTUAL MODE

Virtual hearing for almost all inquiries under Sections 7A and 14B of the Act was ensured to make the inquiries more transparent and to fast track dispute resolution and assessment of dues.

CENTRALIZED, FACELESS DIGITAL INTERACTIVE SYSTEM FOR DEFAULT MANAGEMENT:

This is a new digital interface of EPFO with employers whereby list of establishments not filing ECRs is generated on 21st of each calendar month and SMS is sent immediately to such establishments. In case of no response, message is sent in employer login. e-Inspection Form is deployed in Login of establishments which fail to respond to SMS & message & continue to default for three months or more.

1.31.12 COMPLAINT AND OPTIONAL INSPECTION PORTAL

Each Zonal Office(ZO) of EPFO now functions as an extended arm of Central Analysis and Inspection Unit (CAIU) (HO) to accord permissions to Regional Offices for carrying out inspections in all types of cases other than the mandatory inspections as listed in the EPFO. Further the ZOs are required to scrutiny the cases on the basis of the extant guidelines and grant permissions.

Monitoring & Evaluation Unit

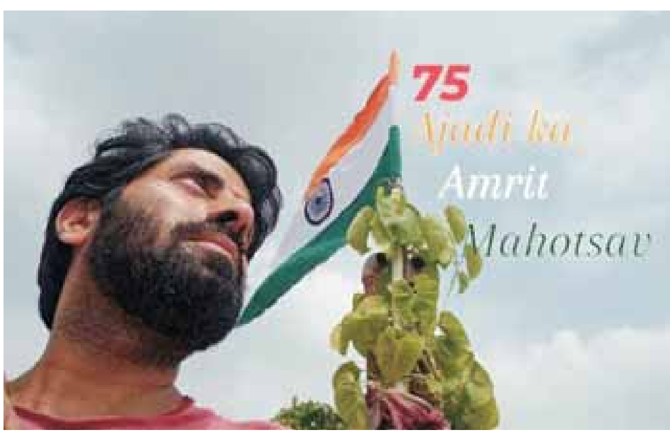
1.32 Monitoring & Evaluation Unit (MEU) is an integral part of the Ministry and plays a vital role for output-outcome monitoring of all schemes of the Ministry of Labour and Employment under different components of Budget. This unit is mainly responsible for coordinating the information / material including work related to schemes of MoLE with NITI Aayog, Ministry of Social Justice & Empowerment (MoSJE), Ministry of Tribal Affairs (MoTA) and Ministry of Development of North Eastern Region (M/o DONER). This Unit also coordinates in preparation of the Economic Survey material for MoLE and comments on EFC / SFC and Cabinet Notes of the MoSJE, MoTA and M/o DONER. The Unit is also a Nodal Unit of Output-Outcome Monitoring Framework (OOMF), monitoring of Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)] / Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)], monitoring of expenditure of North Eastern Region (NER) component and deputation of Area / Nodal Officers to various States / UTs to monitor the functioning of Field Offices and implementation of schemes of MoLE.

1.33 The Ministry of Finance provided an outlay of Rs. 16159.00 Crore for the Central Sector (CS) / Centrally Sponsored (CSS) Schemesof the Ministry of Labour & Employment during the Financial Year 2022-23. Ministry has earmarked Rs. 2682.42 (16.60% of total allocation) for DAPSC and Rs. 1389.69 Crore (8.60% of total allocation) for DAPST under CS / CSS schemes during the current fiscal.

1.34 On the 8th International Day of Yoga (IDY) on 21st June 2022 falling in the year of AzadiKaAmritMahotsav (AKAM), this Ministry was among one of 100 stakeholders for promotion of

Yoga. Under this Ministry of Labour & Employment was allotted 07.05.2022 (Saturday) as a Special Day to Observe One Day Countdown to International Day of yoga (IDY), 2022. The function was held successfully at Deputy Speaker Hall, Constitution Club of India (CCI), Rafi Marg.

1.35 Azadi Ka Amrit Mahotsav (AKAM) is an initiative of the Government of India to celebrate and commemorate 75 years of independence and the glorious history of it's people, culture and achievements. 'Har Ghar Tiranga' is a campaign under the aegis of AKAM to encourage people to bring the Tiranga home and to hoist it. To make the campaign 'Har Ghar Tiranga' successful, this Ministry distributed 400 National Flags among its Officers/Staff.Instructions were issued to Organizations of the Ministry in this regard.



Labour Bureau

1.36 Quarterly Employment Survey (QES):-

The reports of the 2nd quarter (July to September, 2021), 3rd quarter (October to December 2021) & 4th quarter (January to March 2022) of the Quarterly Employment Survey (QES) were released by Ministry of Labour & Employment on 10th January, 2022; 28th April, 2022 & 27th September, 2022, respectively. The 5th & 6th round of QES are being conducted with expanded sample size.

Shri Bhupender Yadav, Union Minister for Labour & Employment, released report on Fourth Round (January-March, 2022) of Quarterly Employment Survey (QES) part of All India Quarterly Establishment based Employment Survey (AQEES).

Base Updation of CPI (AL/RL)

The Technical Advisory Committee (TAC) on Statistics of Prices and Cost of Living has accepted the base revision of CPI-(AL and RL) **from 1986-87 to 2019=100.**

Special Campaign 2.0 for disposal of pending matters from 2nd October to 31st October 2022.

With the vision of giving a heartfelt tribute of “A Clean India” to Mahatma Gandhi, a Special Campaign 2.0 was undertaken by Labour Bureau and its Regional Offices from 2nd to 31st October 2022. The “Special Campaign 2.0” was, inter alia, aimed at Record Management, Cleanliness (Indoor and Outdoor) and Office Scrap disposal, freeing of space was also carried out in Shram Bureau Bhawan, Sector-38W, Chandigarh. About 1094 square feet of space was freed. Further, almost more than Rs. 3 lakhs was earned in scrap disposal. More than 2500 files were reviewed and identified for weeding out.

- **ISO Certification:**

It was decided to obtain ISO certification of ISO:9001, ISO:14001 and ISO:50001, Standards. Accordingly, Integrated Management System (IMS) manual was successfully prepared. Stage I and Stage II audit by the certification agency, i.e. BIS, were completed by September, 2022. Corrective action w.r.t. the observed non-conformities have been taken and a review Second Stage Audit held in December, 2022. ISO certificate has been given on

SWACHH BHARAT MISSION

1.37 Under Swachhta Pakhwada, Special Campaign 2.0 the Ministry has started the campaign to reduce pendency in all work and disposing of waste/scrap. Obsolete items and scrap were disposed of and a sum of Rs. 3.02 lakh was realized through auction

1.38 The Ministry celebrated 102nd Birth Anniversary of Sh Dattopant Bapurao Thengadi Ji on 10th November 2022 at Vigyan Bhawan, New Delhi..

Hon'ble Minister, L&E grace the occasion

The Right to Information Act, 2005

1.39 In order to achieve the objectives of Good Governance, it is necessary that the administration should be transparent, responsive, accountable, citizen-friendly and able to disseminate the information to the public. Right to Information is a powerful tool to ensure all these attribute in the administration and, therefore, the Government enacted the Right to Information(RTI) Act, 2005, which has come into effect from 12.10.2005.

1.40 In pursuance of the provisions contained in the Right to Information Act 2005, action has been taken for the implementation of the Act in various Public authorities under the aegis of Ministry of Labour & Employment. It includes dissemination of information in public domain relating to the particulars of organisation, its function and duties, the designation of CPIO and Appellate Authority etc. The Ministry has also initiated suo-motu disclosure of information about various Labour Acts / Regulations, which were

required to be made public for the use of citizens of this country, on the Ministry's website i.e. **www.labour.gov.in**. It is also to be mentioned that Attached & Subordinate offices and Autonomous organisations of the Ministry have their own websites which are linked to the Ministry's website.

1.41 The Ministry has also set up a Central RTI Cell, headed by a Nodal Officer, where the RTI applications from the citizens are received. During last 2 years, including year 2022-2023 (up to December, 2022), applications (Manually and Electronically) received in Main Secretariat, Ministry of Labour & Employment are as follows:

S. No	Years	RTI Applications Received
1	2021-2022	4642
2	2022-23 (as on 31.12.2022) (Manually and Electronically)	4875

1.42 During the year from 1st January, 2022 to 31st December, 2022, 19 applicants have gone to Central Information Commission(CIC) in the form of Second Appeal.

Legal Cell

1.43 Legal Information Management & Briefing System (LIMBS) was introduced by the Department of Legal Affairs with an aim to digitalize entire process of Court cases. Legal cell of the Ministry has strived to ensure that LIMBS is implemented by all organizations under the Ministry of Labour & Employment. It is one of the front runners in implementing LIMBS by uploading information of almost all Court cases (around 77,000 court case till 31st December, 2022) on LIMBS portal.

Child Labour

1.44 Government is following a robust multi - pronged strategy to tackle the issue of child labour. It comprises of statutory and legislative measures, rescue and rehabilitation, universal elementary education along with social protection & poverty alleviation and employment generation schemes.

Policy on Child Labour

1.45 The National Policy on Child Labour declared in August, 1987, addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The Action Plan under this policy is multi-pronged and mainly consists of:

- A legislative action plan
- Project based action in areas of high concentration of Child Labour
- Focus on general development programmes for the benefit of the families of Child Labour

Legislative Action Plan

1.46 The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016, inter-alia, covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under the Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

Project Based Action Plan

1.47 In pursuance of National Child Labour Policy, the National Child Labour Project (NCLP) Scheme was started in 1988 to rehabilitate children rescued from child labour. It is a Central Sector Scheme. Under the scheme, project societies are set up at the district level under the chairpersonship of the Collector / District Magistrate for overseeing the implementation of the project. Under the NCLP Scheme, children in the age group of 9-14 years, withdrawn from work are put into Special Training Centers, where they are provided with bridge education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. Children in the age group of 5 - 8 years are directly linked to the formal education system through coordination with the SamagraShikshaAbhiyan (SSA).

The NCLP Scheme has now been assimilated with “Samagra Shiksha Abhiyan” Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 1st April 2021 to avoid the duplication of efforts at the District and

State level. The children rescued / identified as child labour, after completing the necessary formalities, may be admitted to Special Training Centre, operated in the district under SSA Scheme.

1.48 National Labour Conference of Labour Ministers and Labour Secretaries of States/UTs was held on 25-26 August 2022 at Tirupati, Andhra Pradesh. Hon'ble Prime Minister virtually addressed the inaugural session of the conference on 25.08.2022. Union Minister of Labour & Employment, Shri Bhupender Yadav and Minister of State for Labour & Employment, Shri Rameswar Teli, Administrator, UT of Chandigarh, Labour Ministers of States, Senior officers of Union Ministry of Labour & Employment, Labour Secretaries of States/UTs and Government Officials attended the event. The agenda of the National Labour Conference included the following issues:

- Integration of e-Shram Portal
- Improving medical services through ESI Hospitals run by States
- Modalities for implementation of Labour Codes

Vision Shramev Jayate @2047 and other matters where engagement with State Governments is important

*****

Annexure A

Sl. No.	State	District	Location
1.	Andhra Pradesh	Guntur	Guntur (ESIC)
2.	Andhra Pradesh	Vizianagaram	Vizianagaram
3.	Andhra Pradesh	East Godawari	Kakinada
4.	Andhra Pradesh	Ananthpur	Penukonda
5.	Andhra Pradesh	Vishakapatnam	Vishakhapatnam (ESIC)
6.	Andhra Pradesh	Sri Potti Sriramulu (Nellore)	Sri City, Nellore
7.	Andhra Pradesh	Sri Potti Sriramulu (Nellore)	Nellore
8.	Andhra Pradesh	Vishakapatnam	Atchyutapuram
9.	Bihar	Muzaffarpur	Muzzafarpur (ESIC)
10.	Chhattisgarh	Durg	Bhillai
11.	Chhattisgarh	Raigarh	Raigarh
12.	Chhattisgarh	Bilaspur	Bilaspur
13.	Delhi	North Delhi	Narela (ESIC)
14.	Goa	North Goa	Mulgaon Goa
15.	Gujarat	Bhavnagar	Alang
16.	Gujarat	Ahmedabad	Sanand
17.	Haryana	Jhajjar	Bahadurgarh
18.	Haryana	Rewari	Bawal
19.	Haryana	Gurgaon	Manesar (ESIC)
20.	Haryana	HIssar	Hissar
21.	Haryana	Sonipat	Sonepat
22.	Haryana	Ambala	Ambala
23.	Haryana	Rohtak	Rohtak
24.	Himachal Pradesh	Sirmaur	Kala Amb
25.	Jammu & Kashmir(UT)	Badgam	Ompura, Srinagar
26.	Jharkhand	Deoghar	Deoghar
27.	Jharkhand	Bokaro	Bokaro (ESIC)
28.	Karnataka	Bangalore Rural	Doddabalapur
29.	Karnataka	Bangalore Rural	Bommsandra
30.	Karnataka	Shimoga	Shivamoga
31.	Karnataka	Kolar	Narsapura
32.	Karnataka	Ramanagar	Haroholli
33.	Karnataka	Bellary	Bellary
34.	Karnataka	Tumkur	Tumkur
35.	Karnataka	Udupi	Udupi
36.	Kerala	Ernakulam	Perambavoor

37	Leh (UT)		Leh	Leh (ESIC)
38	Madhya Pradesh		Dhar	Pithampur
39	Madhya Pradesh		Jabalpur	Jabalpur
40.	Maharashtra		Nagpur	Butibori, Nagpur
41.	Maharashtra		Palghar	Palghar (ESIC)
42.	Maharashtra		Satara	Satara(ESIC)
43.	Maharashtra		Raigad	Pen (ESIC)
44.	Maharashtra		Jalgaon	Jalgaon(ESIC)
45.	Maharashtra		Pune	Chakan (ESIC)
46.	Maharashtra		Raigad	Panvel (ESIC)
47.	Odisha		Khurdha	ESIC SS hospital, Jagannath Prasad, Bhubaneswar (ESIC)
48.	Odisha		Jajpur	Duburi
49.	Odisha		Jagatsinghpur	Paradeep
50.	Odisha		Jharsuguda	Jharsuguda
51.	Punjab		SAS Nagar (Mohali)	SAS Nagar, Lalru
52.	Rajasthan		Bikaner	Bikaner(ESIC)
53.	Rajasthan		Chittorgarh	Chittorgarh
54.	Sikkim		East Sikkim	Rangpo (ESIC)
55.	Tamil Nadu		Tiruppur	Tirupur
56.	Tamil Nadu		Kanchipuram	Sriperumbudur
57.	Tamil Nadu		Dindigul	Dindigul
58.	Tami l Nadu		Tirupattur	Vaniyamvadi
59.	Tamil Nadu		Thothukudi	Tuticorin
60.	Tamil Nadu		Kanyakumari	Kanyakumari
61.	Tamil Nadu		Chengalpattu	Chengalpattu
62.	Tamil Nadu		Erode	Erode
63.	Telangana		Peddapalli	Ramagundam
64.	Uttar Pradesh		Meerut	Meerut (ESIC)
65.	Uttar Pradesh		Firozabad	Firozabad
66.	Uttar Pradesh		Shahjahanpur	Shahjahanpur (ESIC)
67.	Uttar Pradesh		Amroha	Gajraula (ESIC)
68.	Uttar Pradesh		Moradabad	Moradabad
69.	Uttar Pradesh		Gorakhpur	Gorakhpur
70.	Uttarakhand		Dehradun	Dehradun
71.	Uttarakhand		Udham Singh Nagar	Kashipur
72.	Uttarakhand		Haridwar	Sidkul area Haridwar

73	West Bengal		Darjeeling	Siliguri
74	West Bengal		Purba Medinapore	Haldia
75.	West Bengal		North 24	Garshyamnagar
76.	West Bengal		Paschim	Kharagpur

Annexure B

SI No.	State	Name of Hospital
1	Bihar	ESIC Medical College & Hospital, Bihta
2	Karnataka	ESIC Medical College & Hospital, Gulbarga
3	Rajasthan	ESIC Medical College & Hospital, Alwar
4	Gujarat	ESIC Hospital, Naroda
5	Gujarat	ESIC Hospital, Ankleshwar
6	Maharashtra	ESIC Hospital, Andheri
7	Maharashtra	ESIC Hospital, Kolhapur
8	Maharashtra	ESIC Hospital, Bibvewadi, Pune
9	Rajasthan	ESIC Hospital, Bhiwadi
10	Rajasthan	ESIC Hospital, Jaipur
11	Uttar Pradesh	ESIC Hospital, Lucknow
12	Uttar Pradesh	ESIC Hospital, Kanpur
13	Uttar Pradesh	ESIC Hospital, Varanasi
14	Uttar Pradesh	ESIC Hospital, Bareilly
15	Uttar Pradesh	ESIC Hospital, Rudrapur

Chapter-2

ORGANISATIONAL STRUCTURE & FUNCTIONS

Labour Jurisdiction

2.1 Under the Constitution of India, Labour as a subject is in the Concurrent List and, therefore, both the Central and the State governments are competent to enact legislations subject to certain matters reserved for the Centre. **(Table 2.1)**

Table 2.1

ALLOCATION OF SUBJECTS

Union List	**Concurrent List**
Entry No. 55- Regulation of labour and safety in mines and oil fields.	Entry No.22 - Trade Union; industrial and Labour disputes.
Entry No. 61- Industrial disputes concerning Union employees.	Entry No. 23 Social security and social insurance; employment and unemployment.
Entry No. 65 – Union agencies and institutions for “vocational training”.	Entry No. 24- Welfare of labour including conditions of work, provident funds, employers’ liability, workmen’s compensation, invalidity and old age pensions and maternity benefit.

Vision, Mission and Objectives of the Ministry of Labour and Employment

Vision

2.2 Decent working conditions and improved quality of life for workers, ensuring India without child labour and enhancing employability on a sustainable basis.

Mission

2.3 Formulating and implementing policies/ programmes / schemes / projects for providing Social Security and Welfare, regulating Conditions of Work, Occupational Health and Safety of Workers, eliminating child labour, promoting Harmonious Industrial Relations, ensuring enforcement of Labour Laws and promoting Employment Services.

2.4 Objectives

1. Enhancing welfare and social security provisions for unorganised sector workers
2. Providing social security to organised sectors workers
3. Eliminating child labour
4. Promoting skill development
5. Strengthening employment services
6. Prevention and settlement of Industrial Disputes and strengthening Labour Laws enforcement machinery
7. Improving Safety conditions and safety of workers

MINISTRY OF LABOUR & EMPLOYMENT

Shri Bhupender Yadav has taken over the charge as Union Minister for Labour and Employment w.e.f. 07.07.2021.

Shri Rameshwar Teli has taken over the charge as Minister for State for Labour and Employment w.e.f. 07.07.2021.

Ms. Arti Ahuja, IAS (OR:1990) took over the charge as Secretary (L&E) w.e.f. 16.09.2022 in place of Shri Sunil Barthwal, IAS (BH:1989), Secretary, Department of Commerce.

Bureau Heads

Sl No.	Name with Designation	Service
1	Sh. Deepak Goyal, DG (Statistics)	ISS:1986
2	Dr. Shashank Goel, Additional Secretary	IAS (TG:1990)
3	Shri Alok Chandra, SLEA	IES:1992
4	Ms Vibha Bhalla, Joint Secretary	IRS (IT:1991)
5	Ms. Deepika Kachhal, Joint Secretary	IInfoS: 1994
6	Ms. Madhumita Das, JS&FA	IPoS:1996
7	Sh. Rupesh Kr. Thakur, Joint Secretary	IAS (UT:2006)
8	Sh. Nagesh Kumar Singh, DDG	ISS:2001

Organisations under administrative jurisdiction of Ministry of Labour and Employment

(1) Employees' State Insurance corporation (ESIC)

Shri Rajendra Kumar, DG (IAS:TN:1992)

(2) Employees' Provident Fund Organisation (EPFO)

Ms. Neelam Shami Rao, Central Provident Fund Commissioner (IAS : MP:1992)

(3) Office of Chief Labour Commissioner (Central) {CLC(C)}

Shri Remis Tiru, Chief Labour Commissioner (Central) (CLS)

(4) Office of Director General of Employment (DGE)

Shri Amit Nirmal, DDG (Employment) (ISS:2001)

(5) Office of Director General of Factory Advice Service & Labour Institutes (DGFASLI)

Shri Prabhat Kumar, Director General

(6) Office of Director General of Mines Safety (DGMS)

Shri Prabhat Kumar, Director General

(7) Office of Director General V. V. Giri National Labour Institute (VVGNLI)

Shri Amit Nirmal, DDG (Employment) (ISS:2001)

(8) Office of Director General of Labour Bureau (DGLB)

Shril. S. Negi, Director General (IES:1992)

(9) Office of Dattopant Thengadi National Board for Workers Education (erstwhile CBWE)

Shri Rahul Bhagat, Director General (IPS: CG:2005)

ATTACHED OFFICES

Office of Chief Labour Commissioner (Central) [CLC(C)]

2.5 This Office is responsible for (a) prevention, investigation and settlement of industrial disputes in the central sphere; (b) enforcement of awards and settlements; (c) implementation of labour laws in industries and establishments in respect of which Central Government is the appropriate government; (d) verification of membership of Unions affiliated to the Central Organisations of workers for giving them representation in national and international conferences and committees; and (e) fixation and revision of dearness allowance component of minimum wages under the Minimum Wages Act, 1948 in the scheduled employments.

Directorate General of Employment (DGE)

2.6 The Directorate of Employment (DGE)is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services. 'Employment' being concurrent subject, the laying down of policies, procedures, standards, norms, guidelines, are the responsibility of the Central Government, whereas the administration of Employment Exchanges rests with the respective State Governments/Union Territories. Most of the States have Directorates of Employment located in the State capitals. In addition to these activities, DGE also runs various schemes to increase the employability of specific target groups through its subordinate offices.

DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES

2.7 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on occupational safety and health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one year Diploma Course in Industrial Safety, three-months Certificate Course in Industrial Health (Associate Fellow of Industrial Health -AFIH), One month Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries.

2.8 The DGFASLI organisation comprises of the headquarters; five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/ cells, namely, Factory Advice Service Division, Dock Safety Division and an Award Cell.

2.9 The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port. The Inspectorate of Dock Safety at Ennore Port is in the process of being set up.

Labour Bureau

2.10 Labour Bureau, a premium organization in the field of Labour Statistics, established in 1920, is responsible for collection, compilation and publication of labour statistics and other information relating to labour such as employment and unemployment, wages, earnings, industrial relations, working conditions etc. It also compiles and publishes the Consumer Price Index Numbers for industrial and agricultural / rural workers.

SUBORDINATE OFFICES

Directorate General of Mines Safety (DGMS)

2.11 This Office is entrusted with enforcement of provisions of the Mines Act, 1952 and the Rules and Regulations framed thereunder. The provisions of the Indian Electricity Act, 1910 as applicable to mines and oil fields are also enforced by it.

Welfare Commissioners

2.12 The seventeen (17) offices of Welfare Commissioners are responsible for providing welfare services to the workers employed in mica, limestone and dolomite, iron ore, manganese, & chrome ore mines and in the beedi and cinema industries. These offices are located at New Delhi (Headquarter) Allahabad, Ahmedabad, Ajmer, Bangalore, Bhubaneswar, Chandigarh, Cannanore, Dehradun, Hyderabad, Jabalpur, Kolkata, Nagpur, Patna, Ranchi (Jharkhand), Raipur and Tiruneiveli.

AUTONOMOUS ORGANISATIONS

Employees State Insurance Corporation (ESIC)

2.13 The ESIC is responsible for implementation of the Employees State Insurance Act 1948, which provides for medical care and treatment to Insured

Persons and their families. Assistance is given in terms of benefits during sickness and maternity, compensation for employment related injury, pension for dependents on the death of workers due to employment related injury, etc.

Employees Provident Fund Organization (EPFO)

2.14 This Organisation is responsible for administration of the Employees Provident Funds and Miscellaneous Provisions Act, 1952. The Schemes for Provident Fund, Family Pension and Deposit Linked Insurance are implemented by the Organisation for the benefit of workers covered under the scheme. The Organisation is also responsible for administration of Employees Pension Scheme, 1995 that came into existence on 16.11.1995.

V. V. Giri National Labour Institute (VVGNLI)

2.15 V.V. Giri National Labour Institute, Noida (Uttar Pradesh) is a registered society, which caters to the training and developmental needs of tripartite constituents –Central and State Government officials, trade union Members and Members of employers' organisation apart from other social partners on various facets of labour, labour relations and employment. It also undertakes action-oriented Research, Consultancy and Advocacy on issues related to labourand welfare schemes of the government meant for labour.

Dattopant Thengadi National Board for Workers Education (erstwhile CBWE)

2.16 The Board with its headquarters at Nagpur is a registered society dealing with schemes for training of workers on trade unionism and in bringing about consciousness among workers about their rights, duties and responsibilities. The Board also undertakes programmes for rural workers education and functional adult education.

ADJUDICATING BODY

Central Government Industrial Tribunals-cum-Labour Courts(CGITs)

2.17 Twenty two Central Government Industrial Tribunal(CGIT)-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. The powers to settle the Appeals arising out of EPF&MP Act, 1952 have also been entrusted upon these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai and Kolkata also function as National Tribunals.

Arbitration Body

Board of Arbitration, Joint Consultative Machinery (JCM) Scheme

2.18 In 1966, the Government of India had introduced a Scheme for Joint Consultative Machinery (JCM) and Compulsory Arbitration for Central Government Employees for resolving unresolved differences between the Government, as an employer, and the general body of its employees in certain matters of common concern.

2.19 As per clause 16 of the JCM Scheme, Compulsory Arbitration is limited to disputes on pay and allowances, weekly hours of work and leave of a class or grade of employees. As per clauses 18 & 19 of the JCM Scheme for Arbitration, if so desired by either side, a dispute on an arbitrable matter is referred to the Board of Arbitration (BOA), only after it has been considered by the National Council or appropriate Departmental Council, as the case may be, and a final disagreement between the two sides has been recorded in the matter.

Main Subjects dealt in the Ministry of Labour and Employment

2.20 In pursuance of the powers derived from the respective entries in the Union List and the Concurrent List of Seventh Schedule of the Constitution, the Ministry of Labour and

Employment has been allocated the following items of work: -

- Labour policy (including wage policy) and legislation,
- safety, health and welfare of labour,
- Social Security of labour,
- policy relating to special target group such as women labour, child labour, Industrial relations and enforcement of labour laws in the central sphere,
- Adjudication of industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals,
- Workers Education,
- Labour and Employment Statistics,
- Employment Services,
- Administration of Central Labour & Employment Services,
- International Cooperation in Labour & Employment matters.

CENTRAL LABOUR SERVICE (CLS)

2.21 The Central Labour Service (CLS) was constituted with effect from 3rd February 1987 to ensure better industrial relations, providing benefits of labour welfare schemes and enforcement of labour laws. Consequent upon the Cadre Review, the Central Labour Service (CLS) was notified as an Organized Service in the year 2004.

2.22 The factories and mines employing 500 or more workers and plantations employing 300 or more workers are required to appoint prescribed number of welfare officer(s) under the relevant statutes. Assistant Labour Welfare Commissioners (Central) and Deputy Labour Welfare Commissioners (Central) discharge statutory functions and they also advise and assist the management of the concerned establishments in maintaining harmonious industrial relations in the areas of safety, health and welfare of workers etc. Moreover, by assisting the organization in resolution of workers' grievances, these officers prevent them from escalating to industrial disputes.

2.23 In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (Central), Deputy Chief Labour Commissioners (Central) in the Central Industrial Relations Machinery (CIRM), headed by the Chief Labour Commissioner (Central) are entrusted with the task of maintaining good Industrial relations in the Central sphere. The officers under CIRM are responsible for enforcement of all applicable labour laws in the establishments/ industries covered under Central Sphere. These officers perform quasi-judicial authority under the Minimum Wages Act, the Payment of Wages Act, the Payment of Gratuity Act, the Industrial Dispute Act, 1947 etc. Apart from the above, they also conduct general verification of Central Trade Union Organization and also Trade Unions unit level membership verification under Code of Discipline.

2.24 CLS officers appointed as Assistant Welfare Commissioners (Central) and Welfare Commissioners (Central) in the Welfare Organisation of the Ministry of Labour and Employment under the Director General (Labour Welfare) administer various welfare related schemes viz., Health, Housing, Education, Pension etc. for unorganized workers engaged in Beedi making industry, mines etc.

2.25 The present Cadre strength of the Service in various grades is restructured and revised as 01 post in HAG, 02 posts in SAG, 59 posts in JAG, 115 posts in STS and 163 posts in JTS Grade.

PARLIAMENT UNIT:

2.26 Parliament Unit is the nodal unit for Parliament related matters. The main functions of this Unit are as under:-

- ➢ To coordinate receipt and forwarding of notices on Starred/ Un-starred Parliament Questions as well as Special Mention/ Resolutions/ Short Duration Discussion etc.

from LokSabha / RajyaSabha Question Branches to all concerned Sections/officers in the Ministry for necessary action/ replies and furnish the replies/inputs to the concerned Houses of Parliament.

- To coordinate with the concerned Sections/officers of the Ministry to provide information related to Legislative Business before every Session of Parliament.
- To forward information of the Ministry in respect of matters under Rule 377 in LokSabha, matters of Urgent Public Importance raised during Zero Hour and by way of Special Mention in Rajya Sabha to the concerned Houses of Parliament.
- To coordinate with the concerned Sections/officers of the Ministry in respect of Parliament Assurances.
- To coordinate with the concerned Sections/ officers of the Ministry to provide information related to Parliament Standing Committee on Labour, Textile and Skill Development and other Parliament Committees.
- To organise meetings of the Parliamentary Consultative Committee attached to this Ministry as per the convenience of Labour & Employment Minister.

Achievements

In Year 2022, three Parliamentary Consultative Committee meetings were held on 01st April 2022, 3rd August 2022 and 22nd December 2022. The agenda for these meetings were:-

Sl No.	Agenda of the Meeting	Date	Venue
1	Employees" State Insurance Corporation (ESIC) and Convergence of ESIC with PradhanMantri Jan ArogyaYojana (PMJAY) and AyushmanBhawat Digital Mission (ABDM)	1st April 2022	Parliament House Annexe, New Delhi
2	Coverage, GreivanceRedressal System and HR management of Employees Provident Fund organization (EPFO)	3rd August 2022	
3	National Career Services (NCS) Portal	22nd December 2022	

2. **Parliamentary Assurance:**

During the year 2022, status of Parliament Assurances are as under-

No. of pending assurances as on 01st January 2022	Total= 33 (LokSabha- 22&RajyaSabha- 11)
No. of pending assurances as on 27thDecember 2022	Total= 17 (LokSabha- 06&RajyaSabha- 11)

In Year 2022, (Budget, Monsoon & Winter Session 2022) replies to a total 557 Parliament Questions were given, the details of which are as under-

	Starred Questions	Unstarred Questions	Total
LokSabha	17	257	274
RajyaSabha	30	253	283
Total	**47**	**510**	**557**

FINANCE WING

Integrated Finance Division

2.27 Integrated Finance Division is headed by the JS & FA in the Ministry. Director (Finance) assists the Financial Advisor on all matters relating to tendering financial advice. As provided in Appendix 2 of Delegation of Financial Powers Rules (DFPRs), 1978, IFD, headed by JS&FA, carries out the following functions:-

- To advice the Administrative Ministry on all matters falling within the powers delegated to the Ministry by the M/o Finance. This includes all powers other than those devolving on a Ministry in its capacity as Head of Office;
- To scrutinize proposals for re-delegation of powers to subordinate authorities;
- To screen and give concurrence to all expenditure proposals beyond the delegated power of HoD in the Ministry;
- To screen all expenditure proposals requiring to be referred to Ministry of Finance for concurrence and comments;
- To closely associate with the evaluation of progress and performance of projects and other continuing schemes;
- To closely associate with the formulation of Schemes and important expenditure proposals from the initial stages;
- To examine & scrutinize SFC/EFC proposals received from various Wings of the Ministry.

2.28 During the period from 01.01.2022 to till date, following major items of work were done in the Ministry of Labour and Employment in consultation with IFD:-

- The proposal for release of expenditure on e-Shram i.e. National Database for Unorganized Workers Portal (NDUW), Shramik Setu seeded with Aadhaar and releases of GIA to EPFO under Atmanirbhar Bharat RojgarYojana were examined and concurred expeditiously.
- Various important proposals viz. “All India Quarterly Establishment based Employment Survey” under Labour & Employment Statistical System (LESS) Scheme, Financial assistance under Labour Welfare Scheme (LWS) in the form of scholarship for education of the wards of Beedi /Cine/Non-Coal Mines Workers, financial assistance under Bonded labour Scheme were examined and concurred.
- Relaxation of ceiling limits on implementation of Central Sector Scheme for creation of “National Database for unorganised workers seeded with Aadhaar within the overall approval ceiling of EFC of said scheme was sought from DoE in a time-bound manner. Revised EFC proposal for NDUW Scheme and creation of NDUW as Special Purpose Vehicle (SPV) were also examined.
- Various proposal on Capital Expenditure of this Ministry as a whole were scrupulously examined and concurred along with frequent monitoring of the same expenditure.
- Procurement proposals regarding goods

and services beyond the delegated powers of HODs of this Ministry were examined and concurred by following GFR, 2017.

- After introduction of new system of funds flow under Central Sector Schemes and Centrally Sponsored Schemes, all financial proposals with regard to schemes are processed, examined and concurred accordingly.
- MoUsunde Rule 229(xi) of GFR, 2017 between MoLE and two Autonomous Bodies under the administrative control of MoLE i.e. DTNBWED and VVGNLI were finalised/signed for the FY 2022-23.
- Proposals regarding creation/revival of posts received from various offices under MoLE have been examined and approval of DoE on the same was sought in a time bound manner.
- Apart from the above, all expenditure proposals which require specific concurrence/approval of JS & FA beyond the delegated powers of HoD in this Ministry were examined /scrutinized strictly in accordance with GFR 2017 and DFPRs ,1978.
- Also, guidelines with regard to fiscal prudence and austerity in expenditure management, as prescribed by the Ministry of Finance were ensured and high standards of financial propriety were maintained.
- The Standing Committee on GeM (SCoGeM) headed by JS & FA meets regularly to ensure that most of the procurement are made through GeM portal and to minimize default payments.

Budget & Accounts Section

2.29 B&A Division is an integral part of the Ministry of Labour & Employment and playsa vital role in the smooth implementation of schemes of MoLE. This Division is headed by Joint Secretary & Financial Adviser (JS&FA) in the Ministry. US (budget) and Director assists the Financial Advisor in all the matter related to the Division.

2.30 Functions & Dutiesof the B & A Division are given below:-

- To ensure that the schedule for preparation of budget is adhered toby the Ministry and Budget is drawn up according to the instructions issued by Finance Ministry from time to time.
- To examine the annual budget proposals received from various Divisions/Sections of the Ministry for placing the same before AS&FA for finalizing the Ministry's annual demand forgrants inconsultation with Bureau Heads concerned.
- Preparation of Detailed Demand for Grants based on the final ceiling conveyed by the Ministry of Finance and also comply the instructions regarding all ocation of budget for SCSP, TSP and North Eastern Region.
- To watch and review the progress of expenditure against sanctioned grants through holding of regular meeting being chaired by JS & FA, wherein, it is sensitized to maintain the even pace of expenditure so that it conforms to the Monthly Expenditure Projection and Quarterly Expenditure Projection approved by Parliament.
- To screen the proposals received from Divisions/Section of this Ministry for supplementary demand for grants and forward the proposal to Ministry of Finance for the approval of Parliament.
- To screen re-appropriation proposals before forwarding the same to the Ministry of Finance for approval.
- To monitor settlement of audit objections, inspection reports, audit paras, etc. and to ensure prompt action on Audit Reports and issues related to Appropriation Accounts and Finance Accounts(**Table A indicating status of Audiit Paras**).
- Compilation of documents/material viz., Notes on Schemes, Standing Committee's Reports etc. for submitting the same, along with a presentation on Demand for Grants, to LokSabha Secretariat in connection with Parliamentary Standing Committee'

smeeting on "Demand for Grants" held in Parliament House Annexe on yearly basis. Afull-fledged Report based on the discussion held and the information provided in theaforesaid documents, is also sent by LokSabha Secretariat for submitting ActionTaken Report. Accordingly, B&A Section compiles Action Taken Report (ATR) onthe Report containing the recommendations of Parliamentary Standing Committee.Laying of the Action Taken Report in both the Houses of the Parliament within six months of submitting the ATR to LokSabha Secretariat.

- To forward/upload the updated status of implementation of Budget Announcements to Ministry of Finance.
- Liasioning with Autonomous Bodies, Attached & Subordinate offices for various budget related matters.
- Brief on Cut-Motions for budget debates on the Demand for Grants.
- To facilitate in providing loan to Government Servants.
- To provide secretariat assistance to Standing Audit Committee headed by Secretary(L&E) for which JS&FA is the nodal officer.

During the financial year 2022-23, following major items of work were performed by the B&A Section:-

- Proposals for Revised Estimates (RE) 2022-23 and Budget Estimates 2023-24 received from the concerned Divisions /Sections of the Ministry were examined/ finalized and sent to the Ministry of Finance for approval. Proposal was approved by the Ministry of Finance on 29.12.2022.
- ATNs on 26th and 30th Report of the Parliamentary Standing Committee on Labour, Textiles and Skill Development have been forwarded to the Lok Sabha Secretariat.
- Information regarding Autonomous Bodies is being uploaded on the website developed by Ministry of Finance to facilitate review exercise to be carried out by NITI Aayog.
- Present Status of the Action Taken Reports on the implementation of Budget Announcements for the years 2014-15 to 2022-23, having implication for MoLE, have been uploaded on DEA's e-Samiksha Portal on monthly basis for online monitoring of the same by the Ministry of Finance.
- Various proposals of Re-appropriation of funds have been examined and approved by following DFPR 1978 done to provide budgetary supports to the divisions of MoLE in case of additional funds are required.
- Regular Monitoring of procurement of Goods and Services done through GeM.
- Pace of expenditure against sanctioned grants is reviewed through holding of weekly meetings by JS&FA to maintain even pace of expenditure so that it conforms to MEP/QEP projections.

Official Language

Progressive use of Hindi

2.31 With a view to implement the Official language policy of Government of India and rules made there under, there is a full-fledged Hindi Section in the Ministry. During the year 2021-22 The Ministry of Labour & Employment has made efforts to promote the use of Hindi in official work and create interest among officers / staff to work. Steps were taken to ensure compliance of the provisions of the Official Language Act / Rules and orders / instructions/ guidelines issued by the Department of Official Language from time to time. Hindi Section of the Ministry is entrusted with the task of implementation of the Official Language Policy of the Government of India and translation of important documents such as papers to be placed before the Parliament, Labour Laws, Labour Codes, Bills, Hon'ble Labour & Employment Minister's Speeches, Press release etc. and other routine work of the Ministry.

Direct Benefit Transfer (DBT) Cell

2.32 With the aim of reforming Government delivery system by re-engineering the existing process in welfare schemes for simpler and faster flow of information / funds and to ensure accurate targeting of the beneficiaries, de-duplication and reduction offraud, Direct Benefit Transfer (DBT) of funds to beneficiaries was started on 1st January, 2013. DBT Mission was created in the Planning Commission to act as the Nodal Point for implementation of the DBT programmes. The Mission was transferred to the Department of Expenditure in July, 2013 and continued to function till 14.09.2015. To give more impetus, DBT Mission and matters related there to has been place din Cabinet Secretariat under Secretary (Co-ordination & PG) w.e.f.14.09.2015. DBT Missionat Cabinet Secretariat is mandated to act as nodal point for implementation and monitoring of Aadhaar-based DBT programmes of various Central Ministries / Departments as well as State Governments / UTs. DBT Mission has also developed aweb-based MIS portal (www.dbtbharat.gov.in), which collects and compiles all DBT related information of Ministries/ Departments i.r.o. following parameters on regular basis:

i) Beneficiary Digitization and their Aadhaar Seeding / Aadhaar Authentication.

ii) Benefits (either Cashor Kind) given to the beneficiaries sponsored by the Consolidated Fund of India.

iii) Fund transferred to the beneficiaries through DBT/Non-DBTMode.

iv) Savings, if any, due to removal of duplicate/ghost/fake beneficiaries.

2.33 Inpursuance to the directions of DBT Mission, a DBT Cell was constituted in the Ministry of Labour & Employment, in August, 2016, for attending the work relating to Direct Benefit Transfer. The Cell is working under overall super vision of AS & FA (L&E) assisted by CCA. Day - to -Day functioning of DBT Cell is looked after by one Under Secretary. DBT Cell is coordinating and monitoring the progress of DBT in the Ministry as per the directions / instruction of DBT Mission. The list of 14 DBT Schemes (12 Cash Benefit Transfer, one In-Kind Benefit Transfer and one Aadhaar Enabled Service) of the Ministry of Labour & Employment covered under the DBT Program during 2022-23 is given in **Table B.**

Action Taken Notes on PAC and C&AG Audit Paras

Table A

Sl. No.	**Report No. & Year**	**Paras**	**Details of the Paras/PA Reports on which ATNs are pending**			
			No. of ATNs not sent by the Ministry even for the first time	**No. of ATNs sent but returned with observations and audit is awaiting their re-submission by the Ministry**	**No. of ATNs which have been finally vetted by Audit but have not been submitted by the Ministry to CAG/PAC.**	**Remarks**
No CAG/PAC para is pending against the Ministry of Labour & Employment						

*****

List of DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2022-23
(From 1st April 2022 upto 30th November 2022)

Table B

Sl. No.	Name of the Scheme	Number of Beneficiaries during 2022-23	Amount Given to the Beneficiaries during 2022-23 [Rs in Crore.]
Cash Transfer Schemes			
1	Employees Pensions Scheme (EPS) for EPF Members	**6,17,12,775**	**5062.43**
2	Employees Pensions Scheme (EPS) for EPF Pensioners	**19,10,167**	**643.33**
3	Family Pension-cum-Life Assurance & Deposit Linked Insurance Schemes for the Plantation Workers in Assam	**2,05,564**	**20.00**
4	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	**1,30,454**	**24.10**
5	Grants to Dattopant Thengdi National Board for Workers' Education & Development (DTNBWED)	**70,015**	**3.16**
6	National Pension Scheme for Traders and Self Employed Persons	**51,277**	**0.00**
7	Pradhan Mantri Shram Yogi Maan - dhan (PM-SYM)	**43,92,223**	**92.00**
8	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	**0**	**0**
9	Revised Integrated Housing Scheme (RIHS) - 2016 for Beedi, IOMC, LSDM, Cine Workers	**2,996**	**8.69**
10	Stipend to Children in Special Schools under National Child Labour Project (NCLP)	**6,085**	**1.57**
11	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped (VRCs)	**1,524**	**1.65**
12	Stipend to Trainees under the Scheme of Welfare of SC / ST Job -Seekers through Coaching, Guidance & Vocational Training (CGC)	**9,279**	**3.28**
13	Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)	**Nil**	**2964597008***
In-Kind Transfer Scheme			
14	Grants to V.V. Giri National Labour Institute (VVGNLI)	**2,837**	**NA**
Aadhaar Enabled Service			
15	National Career Service (NCS)	**47,15,987**	**NA**

Chapter-3

INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATION MACHINERY (CIRM)

Chief Labour Commissioner's (Central) Organisation, also known as Central Industrial Relations Machinery (CIRM) is an attached office of the Ministry of Labour & Employment. The CIRM is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining harmonious Industrial Relations, Enforcement of Labour Laws and Verification of CTUOs (Central Trade Union Organisations). The offices of the organisation are spread over different parts of the country with regional and unit level formations.

1. Functions of the organisation:

The functions of CIRM broadly are given as under:

- i. Prevention and Settlement of Industrial Disputes, in Central Sphere,
- ii. Enforcement of Labour Laws and Rules made there under in central sphere,
- iii. Implementation of awards,
- iv. Quasi-Judicial functions,
- v. Verification of the membership ofthe CTUOs,
- vi. Welfare & Training,
- vii. Other Miscellaneous functions,

2 Prevention and Settlement of Industrial Disputes

2.1 The CIRM ensures harmonious Industrial Relations in the central sphere establishments through:-

- a. Monitoring of Industrial Relations in Central Sphere,
- b. Intervention, mediation and conciliation in Industrial Disputes in order to bring about settlement of disputes,
- c. Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts,
- d. Implementation of settlements and awards,
- e. Enforcement of other provisions in Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay Off, (4) Retrenchment, (5) Unfair Labour Practices etc.

2.1 (a) Industrial Disputes Handled

The details of the industrial disputes handled by the CIRM during the year 2022-2023 (January to December, 2022) are as under:

Head	January to December, 2022
Industrial Disputes Handled	12,746
Industrial Disputes Disposed off	8,773
Strike Averted	318

(b) Benefits to Workers due to Intervention by CIRM

YEAR	January to December, 2022
Numbers of Workers Benefited	14,7138
Amount of Relief to the above workers (In Crore)	2285.06
Number of workers Regularised / Re-instated	318

3. Enforcement Of Labour Laws:

Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central Government is the Appropriate Government. The machinery enforces following Labour Laws and Rules framed there under:

1. The Payment of Wages Act 1936 & rules made thereunder for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties,
2. The Minimum Wages Act 1948 and Rules,
3. The Contract Labour (Regulation & Abolition) Act, 1970 and Rules,
4. The Equal Remuneration Act 1976 & Rules,
5. The Inter-State Migrant Workmen (RE&CS) Act 1979 and Rules,
6. The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and Rules,
7. The Payment of Gratuity Act, 1972 and Rules,
8. The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act 1988,
9. The Building and other Construction Workers (RE&CS) Act, 1996 and Rules.
10. The Chapter VI-A of Indian Railways Act; Hours of Employment Regulations for Railways Employees
11. The Industrial Employment (Standing Orders) Act, 1946 & Rules,
12. The Maternity Benefit Act, 1961 & Mines and Circus Rules, 1963 & Rules and
13. The Payment of Bonus Act, 1965, and Rules.

There are approximately 2.32 lacs establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different labour enactments. To ensure transparency and accountability in the system, all the inspections are conducted through web enabled Shram Suvidha Portal. The inspection reports are uploaded on the ShramSuvidha Portal within 48 hours, so as to enable employers to make good the irregularities and deficiencies noticed during inspections. Special emphasis is given to enforcement of beneficial enactments such as Minimum Wages Act, 1948; The Contract Labour (Regulation & Abolition) Act, 1970, and The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the un-organised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details of Inspections for the period January to December, 2022 are given as under:-

3.1 Statement Showing No. of Inspections Etc. Under Various Labour Laws For The Period January To December, 2022

Head	January to December, 2022
Inspection Conducted	33,552
No. of irregularities detected	1,62,422
No. of irregularities rectified	50,749
No. of prosecution cases filed	5,051
No. of convictions secured	1501

4. Implementation Of Awards:-

The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the period January to December, 2022, 1766 awards were received/brought forward out of these 306 were implemented, implementation of 900 Awards were stayed by Hon'ble High Courts & implementation of 512 awards are under process.

Difficulties in implementing the awards are experienced as employers obtain stay orders from Hon'ble High Courts onimplementation. Prosecution proposal is submitted to the Ministry of Labour and Employment for sanction under Section 197 of Cr. PC .

5. Quasi Judicial Functions:-

The CIRM officers from the level of LEO(C) up to the level of CLC (C) also perform certain Quasi-Judicial Functions as shown below:

CLC(C):- Director General (Inspections) under The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 but power has been delegated to a Dy. CLC(C) at headquarters; Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, Conciliation Officer under the Industrial Disputes Act, 1947 for intervening in the disputes as per occasion arises and Supervisor of Railway Labour under The Railway Servants Hours of Employment Rule, 2005.

Addl. CLC(C):- Conciliation Officer under The Industrial Disputes Act, 1947. Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946. He is an officer of senior level of CIRM to assist CLC (C) in all his functioning.

Dy. CLC(C):- Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, The Payment of Gratuity Act, 1972, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Appellate Authority to deal with appeals u/s 7 and 12 of The Contract Labour (Regulation and Abolition) Act, 1970; Authority under Rule 25 (2) (v) (a) and (b) of The Contract Labour (Regulation and Abolition), Rules 1971; Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour under the Railway Servants Hours of Employment Rule, 2005.

RLC(C):- Authority under The Minimum Wages Act, 1948, The Payment of Wages Act, 1936; and The Equal Remuneration Act, 1976. Certifying Officer under The Industrial Employment (Standing Orders) Act, 1946 and Supervisor of Railway Labour under Railway Servants Hour of Employment Rules, 2005, Conciliation Officer under the Industrial Disputes Act, 1947, disputes on classification under HOER are being dealt by RLC(C); Independent RLCs(C) are also notified as Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970 and Inter-State Migrant Workmen Act, 1979; Registering Officer under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

ALC(C):- Controlling Authority under The Payment of Gratuity Act, 1972; Authority under The Equal Remuneration Act, 1976; Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970, ISMW (RE&CS) Act, 1979, Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour The Railway Servants Hours of Employment Rule, 2005.

LEO (C):- In some places LEOs (C) are notified as Conciliation Officer under the Industrial Disputes Act, 1947

Besides above the officers of CLC(C) organisation have been declared as Inspectors under various labour law enactments.

The claim cases decided by these officers under Minimum Wage Act, Payment of Wages Act & payment of Gratuity Act are given in the table below:-

Head	**January to December,2022**
Claim cases received incl brought forward	24,772
Claims cases decided	10,096
Amount Awarded (In Cr ore)	166.49
Claims cases pending	14676

6. Court Cases:-

Head	**Hon'ble Supreme Court**	**Hon'ble High Court and other Courts**
No. of Cases	108	3205

7. Annual Returns:-

Year	
Number of online Annual Returns Received (for year 2020)	52459

8. Verification Of Membership Of Trade Unions Operating In An Establishment To Identify Majority Union Under Code Of Discipline.

The Verification of membership of unions operating in the establishments of central sphere is conducted by Chief Labour Commissioner (Central)'s office under Code of Discipline for the purpose of granting recognition as and when directed by the Ministry of Labour and Employment.

The Chief Labour Commissioner (Central) organization during the period from 1st January 2022 to 31 December 2022 has conducted the Secret Ballot Election in the following establishments:

1. ONGC Ltd. Western Region Cambay Asset
2. ONGC Ltd. Western Region Mehsana Asset
3. Narora Atomic Power Station Bulandshahar
4. Paradip Port Trust
5. BBMB Power Wing
6. V.O. Chidambaranar
7. Mishra Dhatu Nigam Ltd., Midhani, Kanchanbagh, Hyderabad
8. RashtriyaIspat Nigam Limited(RINL) Visakhapatnam Steel Plant (VSP)
9. M/s. Security Paper Mill, Hoshangabad
10. Bank Note Press Dewas
11. ALIMCO, Kanpur
12. Bhilai Steel Plant, BhilaiDistt. Durg
13. Steel Authority of India Ltd., salem Steel Plant
14. Damodar valley Corporation
15. Kerala Minerals and Metals
16. Tarapur Atomic Power Project 3 & 4

In addition to above, verification of membership of Trade Unions through Secret Ballot Election in respect of 16 establishments is under process.

9. Statutory Verification of Membership of Unions Operating In Nationalized Banks

The Ministry of Finance, Department of Financial Services has revised the procedure for conducting verification of membership strength of various unions of workmen operating in Nationalized Banks for determining the majority status to identify Representative union and for the purpose of nominating a Workmen/ Employee as Director, on the Board of Director of Banks vide its notification dated 19.11.2008. As per this notification the verification of membership of trade unions is to be conducted through check off system by the designated officers at the level of General Manager nominated by Chairman or Managing Director of Bank. An appeal lies against the report of the Designated Officer before the Appellate Authority.

Appellate Authority for the above purpose is the Central Government or the Deputy Chief Labour Commissioner(C), Ministry of Labour and Employment, Government of India.

10 Welfare & Training:-

10.1 WELFARE

The ALWCs, DLWCs and LWCs are posted in Defence and other establishments such as CPWD, Ordnance Factories, Hospitals, etc., which are under the control of Central Government. The LWCs are posted at the Head Quarters of these establishments. These officers ensure harmonious Industrial Relations in their respective establishments. They also look after the welfare and redressal of grievances of the workers, administration of Welfare Schemes and advise the managements on various Labour Matters including constitution of bilateral committees such as Shop Councils, Works Committees etc.

10.2 TRAINING:-

In house training on regular basis to the officers of Central Labour Service (CLS) posted in three streams i.e. 1. Central Industrial Relation Machinery (CIRM)/Chief Labour Commissioner Organisation: 2. Director General Labour Welfare Organisation and 3. As Welfare Officers under The Factories Act in the Industrial Establishments under the control of Central Government. Under a plan scheme titled “Improvement and Strengthening of Training Wing Labour Officers”. The objective of the scheme is to provide trainings to the CLC officers & LEO(C) with a view to enhance their skills & knowledge in various areas of their functioning for effective discharge of their duties. A committee was constituted with the approval of secretary, Ministry of Labour & Employment on “Training Need Analysis” and on the basis of its recommendations; trainings were provided to the officers at the selected specialized Institutes.

Total 162 CLS Officers/LEOs were imparted training during the year 2022-2023 (January to December, 2022) on various subjects like Wage Policy and Minimum wages, Industrial Relations, Effective Labour Law Enforcement and Labour Codes etc.

11 MISCELLANEOUS FUNCTIONS:-

The CIRM performs the following miscellaneous functions also:

1. Notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number under the Minimum Wages Act, 1948.
2. Defending Ministry of Labour & Employment in various Writ Petitions filed against Ministry in different High Courts & Supreme Court.
3. Investigations of Complaints as per direction of the Ministry of Labour & Employment.
4. Assisting Central Advisory Contract Labour Board as convener of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Question on various labour laws enforced by CLC(C) organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.

12 The R.T.I. Act, 2005

The CLC(C) Organisation is dealing with all the RTI applications at CLC(C) HQ as well as at regional level. There are 53 nos. of CPIOs and 21 nos. of First Appellate Authorities designated to deal with RTI applications/ appeals received online as well as off line. At nodal point, Nodal Officer has dealt with 2234 RTI applications and 219 nos. of appeals. The details of RTI applications First Appeals dealt during the period previous year and current year in CLC(C) organisation is as below:-

	Online	Offline	Total
RTI Applications	1798	436	2234
First Appeal	181	38	219

13. PUBLIC GRIEVANCES:-

During the Year 2022-2023 (Jan to Dec. 2022) a total number of 10817 (9453 online and 1364 offline) public grievances were received and a total number of 10712 (9482 online and 1230 offline) public grievances have been disposed of, which accounts for 98% of disposal.

Statement showing Online \Offline Grievances Statues during Year 2022-2023 (Jan to Dec. 2022)

	B/F	Public Grievances received	Public Grievances disposed off	Pending as on 31.12.2021
Online	233	9453	9482	204
Offline	343	1364	1230	477

14. Major Industrial Relations Events During 1st January, 2022 To 31st December, 2022 In Which CIRM Played Important Role:-

The details of the strikes in different establishments from 1st January 2022 to 31st December, 2022 is as follows:-

14.1. AIR TRANSPORT

(I) Air India Express Employees Union

The President, Air India Express Employees Union served notice dated 28.12.2021 to the management of Air India Express Ltd. Cochin proposing to go on indefinite strike from 15.01.2022 to press theirchafier of demands like reinstate the employment contract of cabin crew for 5 years alike other departments, prompt release of period career progression etc.

ALC(C) Ernakulam intervened into the matter and held conciliation on various dates. Accordingly, the proposed strike was averted by the Union

(ii) Kuwait Airwavs Staff and Officer's Association

The Working President, Kuwait Ainuays Staff and Officer's Association served notice dated 26.2.2022 to the management of Kuwait Airways, Mumbai proposing to go on strike on any day after the expiry of mandatory provisions prescribed under section 22 of the ID Act, 1947.

ALC(C) Mumbai intervened into the matter and held conciliation and the union agreed to defer the proposed strike.

14.2 BANK

(i) United Forum of We Bankers

The General Secretary, United Forum of We Bankers served notice dated 8.12.2021 to the management of Punjab National Bank and DFS proposing to go on strike on 7.01.2022 to press their demands like stop recruitment of peons, opposing ongoing exploitation of part time sweepers, payment of difference of salary to part time workmen in subordinate cadre etc.

RLC(C), Lucknow intervened and seized the matter into conciliation and due to effective efforts of the conciliation officer the union averted the proposed strike.

(ii) Federation of Bank of India Staff Unions

The General Secretary, Federation of Bank of India Staff Unions served notice dated 15.03.2022 to the management of Bank of India proposing to go on strike on 30.3.2022 to press their demands to press their demands like reversal of decision to outsource perennial work and reversal of the decision to close the branches.

Dy. CLC(C) New Delhi intervened into the matter and held conciliation on 28.3.2022 and due to effective conciliation the union deferred the proposed strike.

(iii) All India Central Bank Employees' Federation (AICBEF) and All India Central Bank Officers' Association (AICBOA)

The General Secretary, the General Secretary of All India Central Bank Employees' Federation (AICBEF) and All India Central Bank Officers' Association (AICBOA) served notice dated 20.04.2022 proposing to go on all India strike on 4.5.2022 to press their following demands i.e. reconsider and revise the transfer order issued to scale I, II & III Officers by Central Bank of India Central Office and rectify all the postings that in deviation of the existing norms and polices.

Dy. CLC(C) Hyderabad intervened into the matter and the union deferred the proposed strike.

(iv) All Bengal Contract Security Workers Union and Paschimbanga Contractors Security & Maintenance Workers Union

The General Secretary of All Bengal Contract Security Workers Union and Paschimbanga

Contractors Security & Maintenance Workers Union proposing to go on strike on 23.05.2022 against the employer for not paying the salaries and other statutory compliances like PF, ESI to the contractual workers working as security guards at off site ATMs of IDBI Bank.

Dy. CLC(C), Kolkata intervened and seized the matter into conciliation and the union called off the proposed strike.

(v) All India Punjab & Sind Bank Staff Organization

A notice dated 4.5.2022 served by the General Secretary, All India Punjab & Sind Bank Staff Organization addressed to the management of Punjab & Sind Bank and this office proposing to go on strike on 30.05.2022 to press their demands like appointment of permanent part time sweepers, reimbursement of Petrol to award staff, revision and designation of Head Cashier Policy etc.

ALC(C) Jalandhar intervened in the matter and the strike was deferred.

(vi) United Forum of Central Bank Unions and All India Central Bank Employees Federation

Notice dated 12.5.2022 and 3.5.2022 served by United Forum of Central Bank Unions and All India Central Bank Employees Federation respectively proposing to go on All India strike on 30th & 31st May 2022 to press their various demands like stop privatization of the Bank, stop proposed closure of 600 branches, reversal of unlawful transfer orders issued to employees from one station to another etc.

Dy. CLC(C), Mumbai intervened into the matter and held conciliation proceedings. Further, on 24.05.2022, it is informed by the unions that after conciliation meeting, understanding has been reached and the union deferred the proposed strike.

(vii). AIBOBECC, AIBOBEF, AICOBOBEA, BOBES

The General Secretary of AIBOBECC, AIBOBEF, AICOBOBEA, BOBES jointly served a notice dated 11.5.2022 to management of Bank of Baroda, Mumbai proposing to go on strike on 30.05.2022 to press their demands.

Dy. CLC(C), Mumbai seized the matter into conciliation and the strike was deferred.

(viii) State Bank of India SC/ST Backward Classes Employees' Welfare Association

A notice dated 8.5.2022 served by the State Bank of India SC/ST Backward Classes Employees' Welfare Association Maharashtra and Goa Circle to the management of SBI, Nagpur proposing to go on strike within 14 days of the notice to press their demands.

Dy. CLC(C), Nagpur intervened in the matter held joint discussion on 19.05.2022 and the union deferred the proposed strike.

(ix) United Forum of Bank Unions addressed and All India Nationalized Banks Officers' Federation

A notice dated 10.06.2022 & 11.6.2022 served by Convenor, United Forum of Bank Unions addressed and Convenor, All India Nationalized Banks Officers' Federation respectively to the management of IBA and CLC(C) proposing to go on All India strike on 27th June 2022 to press their demands.

The matter was seized into conciliation by CLC(C) / C.O. on 23.06.2022 and also asserted upon the parties to come forward for bilateral discussion in order to amicably resolve the issues and in the best interest of the Banking Industry.

The IBA agreed to discuss the agenda points listed by the Unions/Federations in detail for reaching an amicable settlement and also appealed to Unions/Federations to defer the proposed strike. The offer of IBA was accepted by the Unions/Federations however they requested CLC(C)/Conciliation Officer to not close the conciliation and monitor the progress in their dialogue with the IBA so that fruitful results can be ensured.

In view of the above, the unions/federations agreed to defer their proposed strike on 27.06.2022.

(x) Federal Bank Officers' Association

The General Secretary, Federal Bank Officers' Association has served a notice dated 25.07.2022 to the management of Federal Bank Ltd. proposing to go on strike on 12.08.2022 to press their demands like recruit sufficient officers in order to meet the critical workforce deficiency in the branches and offices, settle internal charter of demands without further delay withdraw inconvenient midyear transfer orders etc.

RLC(C), Cochin intervened into the matter and held conciliation proceedings. It is also informed that the Management has filed a WP No. 25547/2022 against the Federal Bank Officers' Association in the matter of strike declared for 12.08.2022 and the Hon'ble Court in IA 1/2022 filed by the association in WP(C) 25547/2022 has directed the first respondent association to restrain from going on strike and dismissed IA.

(xi) NABARD

The General Secretary, All India NABARD Employees' Association served notice dated 12.08.2022 to the management of NABARD, Mumbai proposing to go on strike on 30.08.2022 against the inordinate delay in signing and operationalization of the final settlement on wage revision and other issues like strengthening of DFI status of NABARD.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation on 29.08.2022 and the union deferred the proposed strike.

(xii) All India Punjab National Bank Officers' Association

The General Secretary, All India Punjab National Bank Officers' Association has served a notice dated 8.09.2022 to the management of Punjab National Bank, Corporate HO, Dwarka, New Delhi, proposing to go on strike on 28.09.2022 to 30.09.2022 to press their demands.

Dy. CLC(C), Jabalpur has been intervene and seized the matter in conciliation.

(xiii) The United Forum of Central Bank Union

The United Forum of Central Bank Union had served a strike notice on 25.08.2022 along with charter of demands.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation on 01.09.2022, 17.09.2022 and lastly on 18.09.2022 but due to adamant approach of both parties, the strike could not be averted.

(xiv) Regional Rural Banks Association

All India Regional Rural Employees Association had served a strike notice on 29.06.2022 with the charter of demands.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation and conciliation meetings were held on 26.08.2022, 05.09.2022 and lastly on 20.09.2022 but the conciliation proceeding failed and strike could not be averted.

(xv) AIGBWO and AIGBOO

The General Secretary, of AIGBWO and AIGBOO has served a notice dated 16.08.2022 to the Secretary (Financial Sector) Govt. of India, M/o Finance and the Chairman, NABARD, proposing to go on one day Nationwide Strike on 21st October, 2022 in 43 Regional Rural Banks, to press the demand alleged move of Union Government to privatize RRBs and for various pay and service related demands.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation on 13.10.2022 and the strike was deferred.

14.3 COAL & NON-COAL

(I) VISP Contract Workers Union

The President, VISP Contract Workers Union, Bhadravati served notice to the management of Vishweshwariah Iron & Steel Plant, Bhadravati proposing to go on strike on 5.1.2022 to press their demand like wage revision of the workers of SAIL including contract workers which is overdue since 1.1.2017 as per the guidelines of CITU.

ALC(C) Bangalore intervened and seized the matter into conciliation on 4.1.2022. After prolonged discussion the union has agreed to avert the proposed strike.

(ii) Rashtriya Mazdoor Manch, Tumsur

The General Secretary, Rashtriya Mazdoor Manch, Tumsur served notice dated 27.02.2022 to the management of Mangnese Mine Owner, Balaghat proposing to go on strike on 13.03.2022 to press their demands.

ALC(C), Chhindwara intervened and seized the matter into conciliation and the union deferred the proposed strike.

(iii) Rashtriya Colliery Mazdoor Sangh

The General Secretary, Rashtriya Colliery Mazdoor Sangh served notice dated 6.5.2022 to the management of BCCL proposing to go on strike on and from 23.05.2022 to press their demands like regularization of Security guards, employees working as clerks should be regularized as clerk etc.

Dy. CLC(C), Dhanbad informed that the union has called off the proposed strike as intimated by GM(IR) of Bharat Coking Coal Ltd.

(iv) Indian National Mines Worker Federation

The Vice President, Indian National Mines Worker Federation served notice dated 06.06.2022 to the management of ECL, West Bengal proposing to go on strike on 20.07.2022 in all establishment/ unit of M/s Eastern Coalfield Ltd. to press their demands.

ALC(C), Asansol has informed that reportedly no strike was held in Eastern Coalfield Ltd. on 20.07.2022 as proposed by the Indian National Mines Workers Federation.

(v) Janta Shramik Sangh

The General Secretary, Janta Shramik Sangh has served notice dated 22.7.2022 to the Executive Director (Collieries Division), SAIL, Jharkhand proposing to go on strike on 11.08.2022 at the Collieries Division, Chasnalla, SAIL to press their demands.

ALC(C), Dhanbad intervened and seized the matter into conciliation and due to effective conciliation the union deferred the proposed strike.

(vi) Koyal Mazdoor Sabha (HMS)

The Regional General Secretary, The Koyala Mazdoor Sabha (HMS), Hasdev area proposing to go on Strike on dated 19.09.2022 in whole Hasdev area of M/s South Eastern Coalfield Limited along with the charter of demands.

Dy. CLC(C), Jabalpur intervened and seized the matter into conciliation on 15.09.2022 and the strike was averted.

(vii) Joint Action Committee consisting of AITUC, CITU, IFTU, INTUC, BMS and HMS Unions

The First strike notice was given by Joint Action Committee on 31.12.2021 and the matter was seized in conciliation proceeding by the Dy. CLC(C), Hyderabad, the Joint Action Committee again sent the 2nd Strike notice on 08.08.2022. The matter was again seized in conciliation by the Dy. CLC(C), Hyderabad. During the pendency of dispute the contract workers went on strike from 09.09.2022 to 26.09.2022.

Further due to the intervention and efforts made by Dy. CLC(C), Hyderabad on 26.09.2022, the Management and Union agreed for amicable settlement of dispute and called off the strike on 26.09.2022.

(viii) Workers of Uranium Corporation of India Limited

Notice of Strike served by Sanyukta Sangharsh Morcha against the management of UCIL, Jaduguda Mines, Singhbhum(E), Jharkhand.

Dy. CLC(C), Dhanbad intervened but the strike could not defer.

14.4 DEFENCE

India Naval Employees Union

The General Secretary, Indian Naval Employees Union served notice dated 7.2.2022 to the management of Western Naval Command proposing to go on one day hunger strike on 25.02.2022 against the autocratic approach, harassment and victimization of the union members and elected works committee members.

Dy. CLC(C), Mumbai intervened into the matter and held conciliation, however the union proceeded on one day hunger strike on 25.2.2022.

14.5 Miscellaneous

(i) All India General Strike

Central Trade Union Organizations had given a call for two days nation-wide strike to protest the Government's labour and economic policies including disinvestment and privatization of public sector entities.

Total 230 strike notices from different Unions were received by the Chief Labour Commissioner (C) Organization. Conciliation under Industrial Disputes Act, 1947 were held and during the conciliation 31 unions agreed to withdraw the proposed strike.

As per the information received on 28th March, 2022 from the field offices of Chief Labour Commissioner(C) Organization reported that banking, insurance, mining and power sectors werepartially affected. The overall percentage of absenteeism in the industries was approximately 15% on 28.3.2022 and 12% on 29.03.2022.

(ii) PGI Contract Security Guards Working Union

The General Secretary, PGI Contract Security Guards Working Union, Chandigarh served notice dated 26.02.2022 to the management of PGI of Medical Education and Research, Chandigarh proposing to go on one day strike on 8.3.2022 for implementation of various awards/ decisions / Judgements on Hon'ble High court and GOI notifications.

ALC(C), Chandigarh intervened and held conciliation proceedings and the union deferred the proposed strike.

(iii) All India Station Masters' Association

The Secretary General, All India Station Masters' Association served a notice dated 10.05.2022 addressed to the Chairman, Railway Board proposing to go on a Mass Casual Leave on 31.05.2022 to press their demands like filing up of vacancy in Station Master Cadre, night duty allowance to all station masters and other railway men, Cadre re-structure with change of designation etc.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation on 23.05.2022 and 30.05.2022 where in the union decided to defer the proposed strike on the assurance of the railway administration.

(iv) ESIC Medical college & Hospital Contract Nursing Orderly Mazdoor Sangh

The General Secretary, ESIC Medical college & Hospital Contract Nursing Orderly Mazdoor Sangh served notice dated 15.06.2022 to the Dean, ESIC Medical College & Hospital, Bangalore proposing to go on strike on 30.06.2022 to press their demands.

ALC(C), Bangalore intervened and seized the matter into conciliation and due to effective conciliation the union deferred the proposed strike.

(v) Joint Forum of AI Engineering Services Ltd. Unions/Guilds/Associations.

A Strike Notice served by the Joint Forum of Unions/ Associations/ Guilds upon the management of M/s AI Engineering Services Ltd.

RLC(C), Mumbai intervened and seized the matter into conciliation on 29.09.2022 and the union deferred the proposed strike.

(vi) Contract Workers of National Aluminium Company/NALCO

Contract Workers of National Aluminium Company/NALCO, under 'NALCO Thika Mazdoor Coordination Committee', proposed to hold an indefinite dharna at NALCO Corporate Office, Bhubaneswar on 13th September, 2022.

Dy. CLC(C), Bhubaneswar intervened and seized the matter into conciliation on 14.09.2022 and the union deferred the proposed strike.

a) In Deharadun Region

(i) Call of strike by Jt. forum of Prathama UP Gramin Bank Officers Association and UP Gramin Employees Union on 19.03.2022 in favour of their 15 points charter of demands was averted with the intervention of ALC(C), Bareilly and approx 20000 man hours was saved.

(ii) Major Strike call by CITU in the 5 contractor establishment in Rail Vikas Nigam Ltd. (A project of national importance Rishikesh Karanprayag Rail Project) where approx. 5000 workers are working was successfully negotiated for settlement by RLC(C), Dehradun.

(iii) Major strike/dharna by civilian employees of IMA, Dehradun was averted with intervention of Dy. CLC(C), Dehradun by negotiating the issues with IMA Mgt. who ensured redressal of all the grievance.

b) In Chandigarh Region

Call of Strike by FCI Shramik Union against the management of FCI was averted by ALC(C), Jhalandhar.

c) In Dhanbad Region

Strike called by Janta Mazdoor Sabha against the management of SAIL, Bokaro Steel Plant on 18.03.2022. Due to effective conciliation on 17.03.2022 the strike was averted.

Strike called by Rashtriya Colliery Mazdoor Sangh against the management of BCCL on 28.03.2022. Due to effective conciliation on 28.03.2022 the strike was averted.

Strike called by BKS, BSWU, IMM, AICCTU, AITUC, BKP, BSCWU against the management of SAIL, Bokaro Steel Plant on 28.03.2022 and 29.03.2022. Due to effective conciliation on 25.03.2022 the strike was averted.

Strike called by BCKU against the management of Mugma Area, ECL on 28.03.2022. Due to effective conciliation on 28.03.2022 the strike was averted.

14.6. OIL

(i) OFEA, Mumbai

The President, OFEA, Mumbai served notice dated 23.2.2022 to the management of ONGC proposing to go on fast unto death any time from 24.02.2022 to their demands.

Dy. CLC(C) Mumbai has forwarded the report received from the management of ONGC wherein it is stated that the hunger fast strike began on 24.2.2022 by OFEA and the strike ended on 26.2.2022 after the meeting where the unions were informed that the file pertaining to their demands was forwarded to Head Quarters for necessary action.

(ii) Gujarat Petroleum Employees Union

The General Secretary, Gujarat Petroleum Employees Union served notice dated 23.02.2022 to the Management of ONGC proposing to go on strike from 18.03.2022 to press their demands.

RCLC(C), Ahmedabad intervened and seized the matter into conciliation and the union agreed to defer the proposed strike.

(iii) The RAVVA Contract Employees Union

The General Secretary, The RAVVA Contract Employees Union served notice dated 06.09.2022 proposing to go on strike on 27.09.2022 to press their demands like all the contact workers should be regularized, wages of the contract workers shall be enhanced to 25% on the basis of CTC, an amount of ₹10,000/- p.m. should be paid towards HRA, conveyance allowance, gratuity should be paid to the families of deceased employees etc.

Dy. CLC(C), Hyderabad intervened and seized the matter into conciliation on 19.09.2022 and the union averted the proposed strike.

14.7. POST & TELEGRAPH or TELECOM

(I) Bihar Rajya Mobile Tower Karmchari Union

The General Secretary, Bihar Rajya Mobile Tower Karmchari Union served notice dated 15.12.2021 to the management of M/s Indus Tower Ltd and M/s Applied Solar Technology India Pvt. Ltd proposing to go on indefinite strike from 6.1.2022 against the unfair labour practice.

ALC(C) Pakur intervened and held conciliation proceedings in the matter and by active intervention of the conciliation office the union agreed to defer the proposed strike.

(ii) Sanchar Nigam Executives Association

The General Secretary, Sanchar Nigam Executives Association served notice dated 4.2.2022 served by the General Secretary, to the management of BSNL, New Delhi proposing to go on indefinite hunger fast from 21.02.2022 to press demands like promotion to the BSNL executives through the BSNL Board approved time bound promotion policy w.e.f. 1.7.2018, standard pay scale of E2 and E3 from 1.1.2007 etc.

It is informed by the management of BSNL that the indefinite fast and relay fast were held on 21.02.2022 by the union. Further, Dy. CLC(C), New Delhi intervened into the matter and the proceedings in the matter are going on.

(iii) Postal Joint council of Action (PJCA)

The strike notice dated 18.07.2022 served by Postal Joint council of Action (PJCA) (comprising and NFPE/FNPO & their GDS Union) proposing to go on one day nationwide strike on 10.08.2022 to press their demands like corporatization move of the Government in Postal Deptt, Scrap New Pension Scheme and restore old pension scheme implementation of cadre restructuring in all left out cadres etc. Dy. CLC(C) New Delhi intervened and seized the matter into conciliation on 9.8.2022 where both the parties attended the proceedings. The conciliation officer/ Dy. CLC(C) New Delhi appealed both to defer the proposed strike to continue the postal services uninterrupted in view of the ongoing Har Ghar Tiranga Drive as part of Azadi ka Amrit Mahotsav being undertaken by the Post Offices all Over the Country.

Further, due to effective conciliation, two federations, All India Saving Bank Control Employees Union, Federation of National Postal Organization have agreed to defer the proposed strike.

However, based on the feedback received from the field offices, the overall strike position in the country on 10.08.2022 has been observed as to be average 26%.

14.8. PORT

(I) Minjur Paguthi General Workers Union

A notice dated 17.12.2021 was served by Shri G. Vinayagamoorthy, Secretary, MinjurPaguthi General Workers Union to the management of JSW Coal Terminal Pvt Ltd., Kamarajar Port, Chennai proposing to go on strike from 4.1.2022 to press their demands .

Dy. CLC(C), Chennai has informed that the matter was seized into conciliation and both the parties were advised to initiate bilateral talks and settle the issue amicably. Accordingly, the union averted the proposed strike.

(ii) National Coordination committee of five federations of Port & Dock workers

The strike notice served by the various unions/associations of National Coordination committee of five federations of Port & Dock workers of major Ports proposing to go on one day Token strike on 5.4.2022 to press their demands like immediate action may be taken to discuss the rules of the Major Port Authorities Act, 2021 with the recognized Federations as assured by the management, PLR 2020-21 shall be paid, the VDA as per the settlement dated 30.8.2018 should be refunded etc.

The concerned regional heads were requested to intervened into the matter and it is informed by the regional heads that the National Co-ordination committee comprising of 5 federations has decided to postpone the strike till 29.4.2022. Further, the strike has been deferred.

(iii) Cochin Port Employees' Organization

The Secretary, Cochin Port Employees'

Organization served notice dated 11.06.2022 to the management of Cochin Port Trust proposing to go for indefinite strike in Marine Department from any day on or after 28.6.2022 to press their demands like engage or appoint necessary minimum workers required for Marine operation, ensure dredging ground for GHD Nehru Shathabdi etc.

RLC(C), Cochin intervened and seized the matter into conciliation and the union averted the proposed strike.

(iv) Transport & Dock Workers' Union, Mumbai

The Secretary, Transport & Dock Workers' Union, Mumbai served notice dated 07.09.2022 to the management of Mumbai Port Authority proposing to go on strike in from 22.09.2022 to press their demands to withdraw its action in making the Mumbai Port Authority Employees' (Conduct) Regulations, 2022 and action to seek approval of the Central Govt. under the guise of Section 72 of the Major Port Authorities Act, 2021.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation on 20.09.2022 and the union deferred the proposed strike.

(v) The Madras Port Trust Employees' Union

The General Secretary, The Madras Port Trust Employees' Union served notice dated 12.09.2022 proposing to go on strike from 27.09.2022 to press their demands.

ALC(C), Chennai intervened and seized the matter into conciliation on 26.09.2022 and the union deferred the proposed strike.

14.9. POWER/ELECTRICALS

(I) Anaithu Oppantha Thozhilalar Sangam

A notice dated 11.1.2022 was served by Shri A Velu, President, Anaithu Oppantha Thozhilalar Sangamto the management of BHEL, Ranipet proposing to go on indefinite strike on 27.1.2022 to press their demands like equal wage for equal work, to provide wage slip, statutory bonus, works committee membership etc .

The matter was seized into conciliation by Dy. CLC(C) Chennai. However, the union proceeded on strike.

(ii) HPBP/ BHEL

A notice dated 13.12.2021 had jointly served by the General Secretaries of various unions/ associations affiliated to HPBP/ BHEL proposing to go on an indefinite strike from 28.12.2021 to press their demands like to convene joint committee meeting immediately, negotiate & finalize the PPP-SIP, finalize & execute the Term Insurance Scheme etc.

Dy. CLC(C) Chennai intervened into the matter and held conciliation proceedings, and due to effective conciliation the union agreed to defer the proposed strike.

(iii) BAP EGTU/INTUC, BAP Employees Union, BAP Staff Union & AWU/ATP Bharat Heavy Electricals Ltd.

The General Secretary of BAP EGTU/INTUC, BAP Employees Union, BAP Staff Union and Secretary of AWU/ATP served strike notice dated 29.09.2022 proposing to go on strike from 13.10.2022 against the Management of M/s BHEL (BAP), Ranipet to press their demands.

Dy. CLC(C), Chennai intervened and seized the matter into conciliation on 11.10.2022 and the next conciliation proceedings are adjourned to 14.11.2022 and the strike was averted.

14.10. CEMENT

(i) Cement & Khadan Shramik Union "AITUC"

The General Secretary, Cement & Khadan Shramik Union "AITUC" served notice dated 27.12.2021 to the management of NU Vista Limited, Chhattisgarh proposing to go on strike from 12.3.2022 to press their demands like harassment of workers, benefit of PF and ESI scheme etc.

Dy. CLC(C) Raipur intervened into the matter and held conciliation on various dates. The union deferred the proposed strike.

(ii) Lakheri Cement Kamgar Sangh

The General Secretary, Lakheri Cement KamgarSangh has served a notice to the management of ACC Lakheri Cement Works, Rajasthan proposing to go on indefinite strike from 20.07.2022 to press their demands.

ALC(C), Kota intervened and seized the matter into conciliation, and due to effective conciliation the union deferred the proposed strike.

14.11. Food Corporation of India

(i) Food Corporation of India Workers' Union

The General Secretary, Food Corporation of India Workers' Union served notices dated 23.06.2022 to the management of FCI, New Delhi proposing to go on all India strike on any day after expiry of 14 days from the date of notice to press their demands like treating Mandal as Handling Labour, modification of settlement dated 3.8.2012, non-inclusion of incentive in wages for computation of CPF and Gratuity etc.

RLC(C), Kolkata intervened into the matter and held joint discussions and the union agreed to defer the strike and the joint discussion was adjourned to 25.08.2022.

(ii) Food Corporation of India Handling Workers' Union

The General Secretary, Food Corporation of India Handling Workers' Union served notice dated 04.07.2022 to the management of FCI, New Delhi proposing to go on strike from 18.07.2022 against the decisions of the management of FCI like to change the service conditions in respect of treating Mandal as handling labour, to change the service conditions by withdrawing he inclusion of incentives in basic wages, etc.

RLC(C), New Delhi intervened and seized the matter into conciliation and due to effective conciliation the union deferred the proposed strike

14.12. SIGNIFICANT MEMORANDUM OF SETTLEMENT DURING 1ST JANUARY, 2022 TO 31ST DECEMBER, 2022 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

Office of Chief Labour Commissioner(C), New Delhi Major Settlements arrived at during the period from January 2022 to December 2022

(i) A memorandum of settlement arrived at on 04.11.2022 before the Dy. CLC(C), Chennai between the management of DBS Bank India Ltd. and Lakshmi Vilas Bank Employees Union over wage revision. As a result of this settlement **1078 employees are benefited to the tune of Rs.50,33,00,000/-.**

(ii) A memorandum of settlement arrived on 10.08.2022 before the ALC(C), Chennai between the management of M/s Chennai Container Terminal Private Ltd and Chennai Port Container Terminal Employees Welfare Union over the issue of revision of wages and improvement of welfare/service conditions, Productivity Linked Individual Incentive Scheme and productivity linked Bonus review consequent upon the expiry of the subsisting settlement dated 27.08.2018. As a result of this settlement 52 workmen are benefited and the amount involved is approximately Rs.5,09,18,400/-.

(iii) A Memorandum of settlement was signed between Shri A. Savariapitchai Contractor & BPCL and Bharat Petroleum Workers Union over Wage revision of online internal movement workers on 29.06.2022. Through this settlement 15 workers will get financial benefit of Rs.37,80,000/-.

(iv) A Memorandum of settlement was signed between Shri A. Savariapitchai Contractor & BPCL and Bharat Petroleum Workers Union over Wage revision of online internal movement workers on 29.06.2022. Through this settlement 22 workers will get financial benefit of Rs.47,52,000/-.

(v) A Memorandum of settlement was signed between Management of Dalmia Cement (Bharat) Ltd. and Dalmia Cement National Workers Union over Payment of bonus for the year 2021-22 on 29.06.2022. Through this settlement 317 workers will get financial benefit of Rs.3,17,00,000/-.

(vi) A Memorandum of settlement was signed between Management of Nuclear Power Corporation of India Ltd. – Kudankulam Nuclear Power Project and Kudankulam Nuclear Power Employees Union over NPCIL Performance Linked Incentive Scheme for Operating Stations 2021 on 04.08.2022. Through this settlement 735 workers will get financial benefit of Rs. 86,96,16,000/-.

(vii) A Memorandum of settlement was signed between Management of M/s. Sri Sai Enterprises, Chittampatti Toll Plaza, Madurai and Melur Vatta Pothdu Thozhilalar Sangam / 107 over Over Higher Bonus on 14.10.2022. Through this settlement 107 workers will get financial benefit of ₹ 20 lakh/-.

(viii) A Memorandum of settlement was signed between Management of Untratech cements limited and its conractors and Ultra tech cements workers union over Bonus 2020-2021 on 6.01.2022. Through this settlement 207 workers will get financial benefit of Rs.30,74,140/-.

(ix) A Memorandum of settlement was signed between Management of Madras atomic power station and Madras atomic power employees union over Tripartite settlement– performance linked incentive scheme on 29.07.2022. Through this settlement 497 workers will get financial benefit of Rs. 49,70,00,000/-.

(x) A Memorandum of settlement was signed between Management of Chennai container terminal port limited and Chennai port container terminal employees union over Revision of wages and implementation of production linked incentive scheme, production linked bonus etc on 10.08.2022. Through this settlement 60 workers will get financial benefit of Rs. 5,87,52,000/-.

(xi) A Memorandum of settlement was signed between Management of Balmerlawrie limited and Balmerlawrie employees union over Long term wage settlement on 01.12.2022. Through this settlement 90 workers will get financial benefit of Rs. 5,26,50,000/-.

(xii) A Memorandum of settlement was signed between Management of Ultra tech cements limited and its contractors and Ultra tech cement worker progressive union over Long term wage settlement on 01.12.2022. Through this settlement 205 workers will get financial benefit of ₹ 3,99,75,000/-.

(xiii) A Memorandum of settlement was signed between Management of Ultratech Cement Limited, Reddipalayam and Ultratech Cement Dhesiya Thozhilalar Sangam, Pattali Thozhilalar Sangam, Reddipalayam, Ariyalur on 07.04.2022. Through this settlement 113 workers will get financial benefit of Rs. 3,75,65,000/-.

(xiv) A Memorandum of settlement was signed between Management of Trichy Padalur TollwaysPvt. Ltd., Samayapuram and Tamilandu General Workers Union, Chennai over Increse in Wages, Leave , ESI, Bonus, Grade Selection payment etc. on 11.12.2022. Through this settlement 65 workers will get financial benefit of Rs.40,00,000/-.

(xv) A Memorandum of settlement was signed between Management of CPCL/ Global Enviro Systems and Tamilnadu Petroleum & Gas Wks Union over Revision of wages on 18.02.2022. Through this settlement 372 workers will get financial benefit of Rs.10,92,000/-.

(xvi) A Memorandum of settlement was signed between Management of Indian Oil Petronas Pvt Ltd and IOCL Employees union over Revision of wages on 13.09.2022. Through this settlement 49 workers will get financial benefit of Rs. 11,46,600/-.

(xvii) A Memorandum of settlement was signed between Management of Hindustan Petroleum Corporation Ltd and Tamilnadu Petroleum & Gas Workers Union over Revision of wages on 09.11.2022. Through this settlement 49 workers will get financial benefit of Rs. 9,37,800/-.

(xviii) A Memorandum of settlement was signed between Management of Dalmia Magnesite Corporation and Tirumalai over Revision of wages on 22.11.2022. Through this settlement 32 workers will get financial benefit of ₹ 27,53,400/-.

(xix) A Memorandum of settlement was signed between Management of DalmiaMagnesite Corporation and Dalmia Magnesite Labour Progressive Front over Revision of wages on 22.11.2022. Through this settlement 41 workers will get financial benefit of Rs.35,27,800/-.

(xx) A Memorandum of settlement was signed between Management of Dalmia Magnesite Corporation and Dalmia Magnesite Labour Union over Revision of wages on 22.11.2022. Through this settlement 18 workers will get financial benefit of Rs. 15,48,800/-.

(xxi) A Memorandum of settlement was signed between Management of Kamarajar Port Ltd/JSW Coal Terminal Pvt Ltd and Minjur Paghuti Podhu Thozilalar Sangam over Revision of wages on 07.12.2022. Through this settlement 180 workers will get financial benefit of Rs.30,00,000/-.

(xxii) A memorandum of settlement between the management of Department of Finance, NABARD, 12 Sponsors Bank and 43 Regional Rural Bank and Joint Forum of Gramin Bank Unions, was signed before the Dy. Chief Labour Commissioner(C), New Delhi on 18th November 2022. Total approximately 76,000 officers and workmen will get financial benefit amounting to approx. Rs.286.55 Crore towards arrear payment of four allowances.

(xxiii) A memorandum of settlement between the management Railway Board and All India Station Masters' Association was signed before the Dy. Chief Labour Commissioner(C), New Delhi on 22nd November 2022. Through this settlement approximately 30,000 station Master will get monitory benefit amounting to Rs. 7.20 Crore monthly and arrear payment of Rs.2l Crore of night duty allowances w.e.f 04.07.2022 in addition to benefit of additional avenue of up-gradation of the post, recruitment of 6868 Station Masters through Railway Recruitment Board by end of December, 2022.

(xxiv) A Memorandum of settlement arrived on 28.2.2022 before the Dy. CLC(C), Patna between the Management of SAIL and NMDC Mines workers Union (AITUC), PalamauPramandal Khan MazdoorSangh (HMS) and Bokaro Steel Workers' Union (INTUC) over the issues of Non-payment of terminal dues. Total 745 workers will get financial benefit amounting Rs..19.93 crores.

(xxv) A Memorandum of settlement arrived on 28.10.2022 before the Dy. CLC(C), Patna between the Management of Coal Mining and Contract workers of M/s Rajmahal Coal Mining Ltd. Through this settlement 35 workers will get benefit to Rs..27,20,219/-.

(xxvi) A Memorandum of settlement between the management of M/s Ascend Telecom Infrastructure Pvt. Ltd., M/s SH Infranet Solutions and M/s R B Telecom Solutions and Bhartheeya Private Telecom Mazdoor Sangh(BMS) was signed before the Dy. CLC(C), Cochin on 28.02.2022. Due to this settlement 20 workers will get financial benefit of Rs.54,00,000/- .

(xxvii) A Memorandum of settlement between the management of M/s Intex Logistics India Pvt. Ltd. and Kerala Samsthana Mobile Phone Tower Employees Union (CITU), Kannur on 10.03.2022. This settlement should be for a period of 3 years w.e.f. 01.08.2021 to 31.07.2024. Due to this settlement 36 workers/officers will get financial benefit of Rs.60,66,000/-.

(xxviii) A Memorandum of settlement was signed between the management of M/s O Acompserve Pvt. Ltd. and Bhartiya Private Telecom Mazdoor Sangh (BMS) on 31.03.2022 before the Dy. CLC(C), Cochin. Through this settlement 17 workers will get financial benefit of ₹8,16,00,000/-.

(xxix) A Memorandum of settlement was signed between the management of M/s AA Associates, HPCL Handling Contractor engaged by M/s Hindustan Petroleum Corporation Ltd. LPG Bottling Plant, Kanjikode, Palakkad and Kerala Petroleum & Gas Workers Union (CITU) on 22.03.2022 before the Dy. CLC(C), Cochin. Due to this settlement 24 workers will get financial benefit of Rs.18,72,000/-.

(xxx) A Memorandum of settlement was signed between the management of M/s Fertilizers and Chemicals Travancore Ltd., Cochin Division, Ambalamedu and General & Construction Workers Union (CITU), FACT – CD General Workers Union (INTUC) &Ernakulam District General & Construction Workers Union (AITUC) FACT –CD Ambalamedu over the issue of wage revision and other consequential benefits on 11.04.2022 before the Dy. CLC(C), Cochin. Total approximately 240 officers and workmen will get financial benefit amounting to approx. Rs.70,00,000/-.

(xxxi) A Memorandum of settlement was signed between the management of M/s Royal Command Protection Group, contractor engaged by M/s Tower Vision India Pvt. Ltd. and Bhartheeya Private Telecom Mazdoor Sangh (BMS) on 04.04.2022 before the Dy. CLC(C), Cochin. Through this settlement 46 workers/officers will get financial benefit of Rs.4,83,43,018/-.

(xxxii) A Memorandum of settlement was signed between the management of M/s Intelux Electronics Pvt. Ltd. Ernakulam and Kerala Samsthana Mobile Phone Tower Employees Union (CITU), Kannur on 29.04.2022 before the Dy. CLC(C), Cochin. Due to this settlement 18 workers will get financial benefit of Rs.17,28,200/-.

(xxxiii) A Memorandum of settlement was signed between the management of M/s Sreelakshmi Enterprises & M/s Ravenbeck Telecommunications India Pvt. Ltd., the IME of M/s ATC Tower, Ernakulam and Bhartiya Private Telecom MazdoorSangh (BMS) & Kerala Samsthana Mobile Phone Tower Employees Union (CITU) on 04.05.2022 before the Dy. CLC(C), Cochin. Through this settlement 180 workers will get financial benefit of Rs.4,68,00,000/-.

(xxxiv) A Memorandum of settlement was signed between the management of M/s Enkay Associates Contractor engaged by M/s IOCL Botting Plant, Chelari and Swathanthra Thozhilali Union (STU), Kerala Petroleum & Gas Workers Mazdoor Sangh (BMS), Kerala Petroleum & Gas Workers Union (CITU), INTUC on 26.05.2022 over the issue of wage revision. Through this settlement 36 workers will get financial benefit of Rs.52,00,000/-.

(xxxv) A Memorandum of settlement was signed between the management of M/s Electromech Solutions Pvt. Ltd., contractor engaged by M/s Ravenbeck Telecommunications India Pvt. Ltd. and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) on 11.05.2022. Through this settlement 18 workers will get financial benefit of ₹ 72,57,600/-.

(xxxvi) A Memorandum of settlement was signed between the management of Shri K. Manoharan Cylinder Handling works contractor engaged by M/s Hindustan Petroleum Corporation Ltd., LPG Bottling Plant and Kerala Petroleum & Gas Workers Union (CITU) on 22.06.2022. Through this settlement 24 workers will get financial benefit of Rs.31,68,000/-.

(xxxvii)A Memorandum of settlement was signed between the management of Bitumen Transporters Association, Ambalamugal and Loading & Unloading Workers Union (CITU), Ambalamugal on 11.07.2022. Through this settlement 50 workers will get financial benefit of Rs.31,50,000/-.

(xxxviii)A Memorandum of settlement was signed between the management of M/s EFS Facilities Services Ltd., contractor engaged by M/s Bharti Airtel Ltd. and Bharatheeya Private Telecom Mazdoor Sangh (BMS) on 12.08.2022. Through this settlement 28 workers will get financial benefit of Rs.55,44,000/-.

(xxxix) A Memorandum of settlement was signed between All Transporters/Dealer Contractors engaged at M/s BPCL, LPG Bottling Plant, Ambalamugal and Kerala Petroleum & Gas Workers Union (CITU) on 29.08.2022. Through this settlement 60 workers will get financial benefit of ₹9,00,00,000/-.

(xl) A Memorandum of settlement was signed between the management of M/s Planet PCI InfoTech Ltd., contractor engaged by M/s BhartiAirtel, Ernakulam and Bharatheeya Private Telecom Mazdoor Sangh (BMS) on 30.09.2022. Through this settlement 83 workers will get financial benefit of ₹4,93,02,000/-.

(xli) A Memorandum of settlement was signed between the management of M/s Prompt Personnel, contractor engaged by M/s TCTS and Bharatiya Private Telecom Mazdoor Sangh (BPTMS - BMS), Ernakulam on 07.10.2022. Through this settlement 43 workers will get financial benefit of ₹18,52,852/-.

(xlii) A Memorandum of settlement was signed between the management of HLL Lifecare Ltd., Thiruvananthapuram and HLL Emplooyees Congress (INTUC), HLL Employees Union (CITU), HL Employees Organisation, HL Labours Union (AITUC) at Peroorkkada and Akkulam Factories over wage revision on 30.03.2022. Through this settlement 630 workers will get financial benefit of ₹ 1,11,37,120/-.

(xliii) A Memorandum of settlement was signed between the management of Rajiv Gandhi combined Cycle Power Plant, Kayamkulam, Alappuzha Distt., Kerala and Construction & General Mazdoor Sangh, Kerala Construction Workers Union, Kerala Construction Labour Union (UTUC), Kayamkulam Thermal Power Project Workers over wage revision on 10.06.2022. Through this settlement 106 workers will get financial benefit of ₹ 8,16,351/-.

(xliv) A Memorandum of settlement was signed between the management of ONGC Ahmedabad and Glorious Petroleum Mazdoor Sangh over Reinstatment in Job on 23.11.2022.

(xlv) A Memorandum of settlement was signed between the management of ONGC Ahmedabad and Glorious Petroleum Mazdoor Sangh over Reinstatment in Job on 2.11.2022.

(xlvi) A Memorandum of settlement was signed between the management of ONCL Ltd Ankleshwar District- Bharuch and ONGC, MazdoorSangh, Hazira, Surat on 30.06.2022.

(xlvii) A Memorandum of settlement was signed between the management of NPCIL, Kakrapar Gujarat Site, Tapi District-Tapi and Kakraparumathak Karmachari Sangathan (KAKS), Tapi over Revision of incentive scheme for non-executive employees of NPCIL on 28.07.2022. Through this settlement 900 workers will get financial benefit of Rs. 12,00,00,000/- Per Annum.

(xlviii) A Memorandum of settlement was signed between the management of D.R.M. Western Railway & Contractor M/s Service Master Clean Ltd. Ahmedabad and Western Railway Contractors employees Union on 22.09.2022. Through this settlement 135 workers will get financial benefit of Rs.12,97,726/-.

(xlix) A Memorandum of settlement was signed between the management of Silvassa Resources Pvt Ltd Contractor of M/s Balmer Lawrie & Co Ltd and Akhil D & NH Kamdar Sangh, Silvassa over Upgradation in fixation of salary on 04.11.2022. Through this settlement 16 workers will get financial benefit of Rs. 50,000/- Per Annum.

(l) A Memorandum of settlement was signed between the management of M/s. AEGIS, Kandla and Shri Dilawar Dodiya, Gir-Somnath on 13.01.2022. Through this settlement 1 workers will get financial benefit of Rs.26,340/-.

(li) A Memorandum of settlement was signed between the management of Deendayal Port Authority and Transport & Dock Workers Union on 25.02.2022.

(lii) A Memorandum of settlement was signed between the management of Bank of Baroda, Bhuj and Gujarat Bank Workers Union on 21.03.2022.

(liii) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Kandla Port Karmachari Sangh on 14.03.2022. 21 workers will get benefitted through this settlement.

(liv) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Transport & Dock Workers Union on 21.03.2022. 62 workers will get benefitted through this settlement.

(lv) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Transport & Dock Workers Union on 21.03.2022. 1 workers will get benefitted through this settlement.

(lvi) A Memorandum of settlement was signed between the management of M/s. Chemei-Tech MCC, Mundra District-Kutch and 7 Workmen of Chemietech DMCC on 10.10.2022. Through this settlement 7 workers will get financial benefit of Rs. 28,40,446/-.

(lvii) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Kandla Port KarmachariSangh on 12.10.2022.

(lviii) A memorandum of settlement between the Contractors, Assam Petroleum Workers Union and 5 others and the management of RCE, Oil India Ltd, Duliajan was signed before the Dy. CLC(C), Guwahati on 09.11.2022. Through this settlement 2100 workers will get financial benefit of Rs.116.50 crores.

(lix) A memorandum of settlement was signed between the management of RCE, Oil India Ltd, Duliajan and Motors Workers Union & Oil Transport Owners Association on 22.07.2022. Through this settlement 2400 workers will get financial benefit of Rs.6 crores.

(lx) A memorandum of settlement was signed between the management of RCE, Oil India Ltd, Duliajan and Shramik Nyaik Dabi Parishad (SNDP) & Oil India Mazdoor Sangh (OIMS) on 26.08.2022. Through this settlement 2364 workers will get financial benefit of Rs.9 crores.

(lxi) A memorandum of settlement was signed between the management of GM, NTPC, Salakati and SalakatiShramki Union, NTPC, Salakati on 31.10.2022. Through this settlement 2000 workers will get financial benefit of Rs.5.5 crores.

(lxii) A memorandum of settlement was signed between the management of GM, IOCL, BGR, Dhaligaon and BGR United Workers Union Co-ordination Committee on 05.08.2022. Through this settlement 2500 workers will get financial benefit of ₹25 crores.

(lxiii) A memorandum of settlement was signed between the management of M/s Ultratech Cement Ltd (Unit-Dankuni Cement Workers) and Ultratech Cement Ltd Contractors workmen Union on 24.05.2022. Through this settlement 362 workers will get financial benefit of Rs.75,00,000/-.

(lxiv) A memorandum of settlement was signed between the management of Punjab National Bank and Punjab National Bank Staff Union (Eastern Circle) on 27.05.2022. Through this settlement 300 workers will get financial benefit of Rs.1.20 crore.

(lxv) A memorandum of settlement was signed between the management of Life Corporation of India and Life Corporation of India Contractor Workers Union on 25.05.2022. Through this settlement 315 workers will get financial benefit of Rs.23,38,560/-.

(lxvi) A memorandum of settlement was signed between the management of FCI and All Bengal Contract Security Workers Union on 13.05.2022. Through this settlement 29 workers will get financial benefit of Rs.17,18,602/-.

(lxvii) A memorandum of settlement was signed between the management of Farakka Ambuja Cement Ltd. and Farakka Ambuja Cement Contractors Shramik Union on 10.05.2022. Through this settlement 290 workers will get financial benefit of Rs.20,00,000/-.

(lxviii) A memorandum of settlement was signed between the management of Dhanlaxmi Bank Ltd. and Security and Allied Workers Union on 21.06.2022. Through this settlement 07 workers will get financial benefit of Rs.8,00,000/- per annum.

(lxix) A memorandum of settlement was signed between the management of Castrol Ltd. and The Castrol Ltd Employees and Workers Union on 29.06.2022. Through this settlement 28 workers will get financial benefit of Rs.45 lakhs per annum.

(lxx) A memorandum of settlement was signed between the management of Balmer Lawrie & Co. Ltd. and Balmer Lawrie & Co. Ltd. Workmens Union on 03.08.2022. Through this settlement 228 workers will get financial benefit of Rs.2.70 crores.

(lxxi) A memorandum of settlement was signed between the management of Indian Oil Corporation Ltd. (Budge Budge LPG Unit) and Indian Oil Corporation Ltd Contract Labour Union on 28.07.2022. Through this settlement 72 workers will get financial benefit of Rs.48 lakhs.

(lxxii) A memorandum of settlement was signed between the management of ASI, Cooch Behar and Security and Allied Workers Union, West Bengal on 20.09.2022. Through this settlement 22 workers will get financial benefit of Rs.3,71,956/-.

(lxxiii) A memorandum of settlement was signed between the management of Nuclear Power Corporation of India Limited, Anushakti Rawatbhata Distt. Chittorgarh (Raj.) and Rajasthan Atomic Power Sharmik Sangh (BMS), on 06.09.2022. Through this settlement workers will get financial benefit of Rs.26 crore in RR site

Rawatbhata.

(lxxiv) A memorandum of settlement was signed between the management of M/S A.S.I. Limited and Rashtriya Mazdoor Sangh INTUC Ramganjmandi on 18.10.2022. Through this settlement workers will get financial benefit of Rs.25657000/-.

(lxxv) A memorandum of settlement was signed between the management of Gem Granites, Ilkal and Ex-workers in month of May, June and August. Through this settlement 156 workers will get financial benefit of Rs.7.10 crore.

(lxxvi) A memorandum of settlement was signed between the management of NPCIL, Kaiga and Kaiga Project Employees Union over wage revision on 21.07.2022. Through this settlement 994 workers will get financial benefit of Rs.2.5 crore.

(lxxvii) A memorandum of settlement was signed between the management of Vedanta Ltd and Vedanta Ltd. Employees Union over wage revision on 4.11.2022. Through this settlement 202 workers will get financial benefit of Rs.4.62 crores.

(lxxviii) A memorandum of settlement was signed between the management of State Bank of India and Smt. Anita Rani on 16.02.2022.

(lxxix) A memorandum of settlement was signed between the management of Ambuja Cement Ltd and Shri Meher Chand on 1.11.2022. Through this settlement 1 workers will get financial benefit of Rs.17,301/-.

(lxxx) A memorandum of settlement was signed between the management of State Bank of India and Smt. Bimla Devi on 2.11.2022.

(lxxxi) A memorandum of settlement was signed between the management of ACC Gagal Cement works and Shri Jairnal Singh & 51 others on February, 2022. Through this settlement 52 workers will get financial benefit of Rs.33,17,211/-.

(lxxxii) A memorandum of settlement was signed between the management of Ambuja Cement Ltd and Ambuja Cement Workers Union on 11.11.2022. Through this settlement workers will get financial benefit of Rs.18,58,764/-.

(lxxxiii) A memorandum of settlement was signed between the management of ACC Gagal Cement works and Shri Sukhbir Singh on February, 2022. Through this settlement 1 workers will get financial benefit of Rs.25,000/-.

(lxxxiv) A memorandum of settlement was signed between the management of Offshore Infrastructure Ltd and Shri Tek Ram and 10 others on 14.03.2022. Through this settlement 11 workers will get financial benefit of Rs.3,54,000/-.

(lxxxv) A memorandum of settlement was signed between the management of Model Dairy Plant and Shri Malkit Singh on 21.02.2022. Through this settlement 1 worker will get financial benefit of Rs.80,000/-.

(lxxxvi) A memorandum of settlement was signed between the management of RC Kuntal and Shri Kuldeep on 2.06.2022. Through this settlement 1 worker will get financial benefit of Rs.30,000/-.

(lxxxvii) A memorandum of settlement was signed between the management of NHAI and Mrs. Sunaina Hans on 2.06.2022. Through this settlement 1 worker will get financial benefit of Rs.1,20,000/-.

(lxxxviii) A memorandum of settlement was signed between the management of ShilpiEngr and Shri Suba Singh and 30 others on 26.07.2022. Through this settlement 31 workers will get financial benefit of Rs.41,496/-.

(lxxxix) A memorandum of settlement was signed between the management of Big Charter Pvt Ltd and Santosh Gajakosh on 08.08.2022. Through this settlement workers will get financial benefit of Rs.5,06,000/-.

(xc) A memorandum of settlement was signed between the management of Indus Tower Ltd and Pawan Kumar on 01.11.2022. Through this settlement 1 worker will get financial benefit of Rs.22,000/-.

(xci) A memorandum of settlement was signed between the management of State Bank of India and Chander Pal on 01.11.2022. Through this settlement 1 worker will get financial benefit of Rs.4,00,000/-.

(xcii) A memorandum of settlement was signed between the management of Rajrappa Area CCL and Rashtriya Koyla Mazdoor Union on 09.09.2022. Through this settlement 802 workers will get financial benefit of Rs.49,72,354/-.

(xciii) A memorandum of settlement was signed between the management of Mugma Area, ECL and Rashtriya Mazdoor Union on 15.09.2022. Through this settlement 802 workers will get financial benefit of Rs.5,50,000/-.

(xciv) Memorandum of Settlement arrived at between the management of ASDC, contactor of WCL and Vijaykranti Kantrati Kamgar Sangathana, before the Conciliation Officer and ALC(C), Chandarpur. As a result of this settlement 57 workers were benefitted to the tune of Rs.15,19,232.00 towards terminal benefits.

(xcv) Memorandum of Settlement arrived at between the management of Earth Coal Pvt. Ltd. (contractor of Belgaon Coal Mines of SISCO Limited) and General Labour Union Vidarbha Region (CITU) over wage revision and other issues before the Conciliation Officer and ALC(C), Chandarpur.

VISION STATEMENT OF CLC'(c) ORGANISATION

Vision 2030:

Maintaining harmonious industrial relations by timely and meaningful conciliation of industrial disputes and settlement of grievances.

I. Securing full compliance of Labour Laws by continuous tracking of default and violations and timely corrective action.

	Seven Year Strategy		Three Year Action Plan
1.	Disposal of Industrial Disputes in conciliation in **30 days** by i. Continuous engagement with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.	1.	Disposal of Industrial Disputes in conciliation in **40 days** by i. Continuous engagement with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.
2.	Securing full compliance in r/o 10 Labour Laws by i. Real time tracking of default and violations through IT -enabled systems. ii. Taking corrective action within **2-3 days**.	2.	Securing full compliance in r/o 10 Labour Laws by i. Continuous tracking of default and violations through field level intelligence and IT-enabled systems. ii. Taking corrective action within **7 days.**
3.	Disposal of claim applications under MW Act, PW Act, and ER Act within **2 months** by i. On-line filling of claims. ii. Disposal on the basis of on-line records.	3.	Disposal of claim applications under MW Act, PW Act, and ER Act within **3 months** by i. On-line filling of claims. ii. Disposal on the basis of iii. available records.

4.	Passing of order under Payment of Gratuity Act within **2 months** by i. On-line filling of claims. ii. Disposal on the basis of on -line records.	4.	Passing of order under Payment of Gratuity Act within **3 months** by i. On-line filling of claims. ii. Disposal on the basis of available records.
5.	Disposal of appeals unde r Payment of Gratuity Act within **20 days**.	5.	Disposal of appeals under Payment of Gratuity Act within **30 days**.
6.	Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within **3 days**.	6.	Issue of Registration/License under CL(R&A) Act, BOC W Act and ISMW Act within **5 days**.
7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within **15 days**.	7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within**30 days**.

14.13. Monitoring of Industrial Relations

(I) Based on the information received from Labour Bureau on the number and spatial dispersion of strikes/lockouts, number of workers involved and mandays lost, number of units reporting retrenchment and the extent of layoffs, the Ministry monitors the industrial harmony prevalent in the country.

(ii) The total number of strikes and lockouts and man-days lost during the period 2017-2021 are as follows:

No. of Strikes and Lockouts and Man-days lost during 2017-2021(P)

Year	Strikes	Lockouts	Total	Man-days lost
2017	87	25	112	5,233,467
2018(P)	69	17	86	3,149,554
2019(P)	95	10	105	2,782,546
2020(P)	56	5	61	1,353,717
2021(P)	35	6	41	984,186
2022 (P) (Jan. to Sept)	38	5	43	349,353

***Source**: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner (Central)*

(iii) The spatial/industry wise dispersion of the number of strikes and lockouts and the workers consequently affected is not uniform. Man-days lost is a direct measure of the impact of industrial unrest on industrial production.

(iv) Most of the industrial unrests, as indicated by strikes and lockouts, are primarily caused by issues relating to indiscipline & violence, wages & allowances and personnel matters.

14. 14. Closure

(i) Closures of units and workers affected (both in Central and State spheres) during 2017-2022

Year	No. of Units affected by Closures	No. of Workers affected
2017	22	2740
2018(P)	12	2143
2019(P)	6	1631
2020(P)	15	1753
2021(P)	7	709
2022 (P) (Jan to Sept)	2	43

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner (Central)

(ii) Financial Stringency, shortage of raw materials, question of pollution and others are the main reasons for closures during the period.

14.15. Lay-Off

(i) Lay-off can be defined as the failure, refusal or inability of an employer to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. Supply side bottlenecks such as shortage of power, shortage of raw materials, financial stringency and others as well as seasonal fall in demand for products may result in lay-offs.

(ii) The number of units effecting lay-off and the number of workers affected due to such lay-off during 2017-2022 were as follows:

(iii) Layoffs and workers affected during 2017 – 2021 (both in Central and State spheres)

year	Lay-offs	Workers affected
2017	40	6274
2018(P)	31	6561
2019(P)	43	6443
2020(P)	38	6140
2021(P) (Jan. to Nov)	15	2967
2022 (Jan to Sep)	4	672

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner(Central)

14.16. Retrenchment

(i) As per the provisions contained in Chapter V-B of the Industrial Disputes Act, 1947, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government in the prescribed application form before effecting closure, retrenchment or lay-off. In the Ministry of Labour & Employment, applications are received for such closures/retrenchments/lay-offs from establishment falling in the Central sphere. These applications are examined and hearing is held in order to provide an opportunity to both the management and the workers to make submissions on issues pertaining to the proposed action of the management. Based on the oral and written submissions made by the parties, and considering the reasonableness/ genuineness of the management's application, a decision to grant/not grant permission for closure, retrenchment or lay-off is taken. Whenever permission is granted, it is ensured that workers' interests are protected as far as possible.

(ii) The number of units effecting retrenchment and workers retrenched therein during the period 2017-2022 are as follows:

Retrenchment and workers affected during 2017-2022 (both in Central and State spheres)

Year	Retrenchment	Workers affected
2017	4	87
2018(P)	9	116
2019(P)	2	98
2020(P)	11	481
2021(P)	7	66

(P) = Provisional and based on the returns/clarifications received in the Bureau till 22nd November, 2022.

Source:- Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner(Central).

14.17. <u>The Trade Unions Act, 1926</u>

(i) The Trade Unions Act, 1926 is a Central Act, but administered by the State Governments. This Act provides for registration of Trade Unions of workers and in certain respects, it defines the law relating to registered Trade Unions.

(ii) The Trade Unions Act, 1926 was last amended 2001 and enforced w.e.f. 9.1.2002. The objective of this amendment is to ensure orderly growth of Trade Unions and reduce multiplicity of Trade Unions and promote internal democracy.

(iii) The Trade Unions Act, 1926 has been merged in the Industrial Relations Code, 2020.

Monitoring of Industrial Relations

SAMADHAN Portal for Industrial Dispute under Section 2-A and 2(k) of Industrial Disputes Act, 1947. (https://samadhan.labour.gov.in/)

15 The prime responsibility of Ministry of Labour & Employment has always been to protect, preserve and uplift the interests of workers. The primary objective of Industrial Disputes Act, 1947 (ID Act) is to make provisions for the investigation and settlement of Industrial Disputes (IDs) which are defined under section 2-A and 2(k) of the Industrial Disputes Act, 1947, by way of mediation by the Conciliation Officer of the Appropriate Government. The ID Act, 1947 has been subsumed in Industrial Relations Code 2020 which is yet to be implemented.

16 In the present scenario of digitalization, the Ministry developed an e-dispute portal i.e. SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/Existing Industrial Disputes) for filing disputes by a workman in a very simple and lucid way which has made the filing of the dispute easy.

17 SAMADHAN, the web portal, was launched by Secretary (Labour & Employment) on 6th February, 2019 in the 5 pilot regions i.e. Ajmer, Bengaluru, Bhubaneswar, Delhi and Raipur, and in May 2019 in the 6th region too i.e. Jabalpur. Thereafter, in order to ensure timely delivery of justice to all the workmen throughout the country, on 17th September, 2020, the Portal was launched on Pan India basis.

18 This initiative has ushered in a new era of Industrial Relations by hassle free and timely handling of Industrial Disputes in a very simple, useful and transparent manner resulting into a simplified, standardized and streamlined process which is faster and easier to monitor. The paradigm shift in governance of Industrial Dispute statute ensures maintenance of peaceful work culture in the industry so that industrial growth doesn't suffer and rights of the employee remain protected.

19 As on date, there are total 18,400 User IDs of which 16,110 are Individual Users and 2290 are Trade Union Users. Since the launch of portal, a total of 9382 cases have been raised through the portal and out of which 6751 cases have been disposed of.

20 Regular monitoring and analysis of MIS is done by the Program Management Unit (PMU) in the Ministry for which weekly and monthly reports are sought from the Conciliation officers. The review meetings are also conducted by the senior officers from time to time to appraise the performance of the portal. Besides Indusrial Disputes, now workers, trade union and other stakeholders can also file claims under (a) the Minimum Wages Act, 1948 (b) The Payment Wages Act, 1936 (c) The equal remuneration Act, 1976 (d) The Payment of Gratuity Act, 1972 (e) The maternity Benefit Act, 1961 and can raise grievances not covered under any of the aforementioned Acts. A module integrating the aforementioned provisions have been developed and launched on 3.10.2022 for workers.

21 PURPOSE OF SAMADHAN PORTAL

1. This online portal is devised to make it workers' friendly, easy to understand for filing dispute, transparent in a way that status will be visible to all stake holders at all times. Moreover, the Portal ensures accountability which makes process more effective and efficient.

2. Encourages transparency which ensures timely justice and trust by workers on the governance of the Government.

3. The aggrieved worker can handle his own case independently by himself without taking assistance.

4. Cases falling under Section 2-A are directly referred to CGIT after lapse of 45 days before Conciliation officer which would reduce the time taken in manual application for redressal.

5. System enables automatic distribution of disputes to the concerned Conciliation Officers and make dispute redressal faster.

6. Being an integrated portal, the workers, Conciliation Officers, CGIT and Government have access to the documents for analysis and doing away with missing and repeated submission of document thus reducing the gap in communication.

7. It gives a bird's eye view of the status of cases files, disposed of, pending, implemented, including statistics and thus will strengthens the monitoring system.

Monitoring of Industrial Relations

22 Based on the information received from Labour Bureau on the number and spatial dispersion of strikes/lockouts, number of workers involved and mandays lost, number of units reporting retrenchment and the extent of layoffs, the Ministry monitors the industrial harmony prevalent in the country.

23 The total number of strikes and lockouts and man-days lost during the period 2018-2022 are as follows:

No. of Strikes and Lockouts and Man-days lost during 2018-2022(P)

Year	Strikes	Lockouts	Total	Man-days lost
2018(P)	69	17	86	3,149,554
2019(P)	95	10	105	2,782,546
2020(P)	56	5	61	1,353,717
2021(P)	35	6	41	984,186
2022 (P) (Jan to Sep)	38	5	43	349,353

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner (Central)

(P):Provisional and based on the returns /clarifications received in the Bureau till 22nd November, 2022.

24 The spatial/industry wise dispersion of the number of strikes and lockouts and the workers consequently affected is not uniform. Man-days lost is a direct measure of the impact of industrial unrest on industrial production.

25 Most of the industrial unrests, as indicated by strikes and lockouts, are primarily caused by issues relating to indiscipline & violence, wages & allowances and personnel matters.

Closure

26 Closures of units and workers affected (both in Central and State spheres) during 2017-2021

Year	No. of Units affected by Closures	No. of Workers affected
2018(P)	12	2143
2019(P)	6	1631
2020(P)	15	1753
2021	7	709
2022 (P) (Jan to Sep)	2	43

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner (Central)

(P): Provisional and based on the returns/ clarifications received in the Bureau till 22nd November, 2022.

27 Financial Stringency, shortage of raw materials, question of pollution and others are the main reasons for closures during the period.

Lay-Off

28 Lay-off can be defined as the failure, refusal or inability of an employer to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. Supply side bottlenecks such as shortage of power, shortage of raw materials, financial stringency and others as well as seasonal fall in demand for products may result in lay-offs.

29 The number of units effecting lay-off and the number of workers affected due to such lay-off during 2018-2022 were as follows:

30 Layoffs and workers affected during 2018 – 2022 (both in Central and State spheres)

year	Lay-offs	Workers affected
2018(P)	31	6561
2019(P)	43	6443
2020(P)	38	6140
2021(P)	15	2967
2022(P)	4	672

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner(Central)

(P): Provisional and based on the returns/clarifications received in the Bureau till 22nd November, 2022.

Retrenchment

31 As per the provisions contained in Chapter V-B of the Industrial Disputes Act, 1947, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government in the prescribed application form before effecting closure, retrenchment or lay-off. In the Ministry of Labour & Employment, applications are received for such closures/retrenchments/lay-offs from establishment falling in the Central sphere. These applications are examined and hearing is held in order to provide an opportunity to both the management and the workers to make submissions on issues pertaining to the proposed action of the management. Based on the oral and written submissions made by the parties, and considering the reasonableness/ genuineness of the management's application, a decision to grant/not grant permission for closure, retrenchment or lay-off is taken. Whenever permission is granted, it is ensured that workers' interests are protected as far as possible.

32 The number of units effecting retrenchment and workers retrenched therein during the period 2017-2021 are as follows:

Retrenchment and workers affected during 2017-2021 (both in Central and State spheres)

Year	Retrenchment	Workers affected
2017	4	87
2018(P)	9	116
2019(P)	2	98
2020(P)	11	481
2021(P)	7	66

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner(Central)

-- Not available

(P): Provisional and based on the returns/clarifications received in the Bureau till 22ndt November, 2022

33 **<u>The Industrial Disputes Act, 1947.</u>**

(i) The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial disputes. The main objectives of the Act are : promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes between employers and employers, employers and workmen or workmen and workmen, prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

(ii) The Industrial Disputes Act, 1947 was lastly amended in 2010 and enforced w.e.f. 15.9.2010 enhancing the wage ceiling of supervisors, providing direct access for the workman to the Labour Court or Tribunal and establishing of Grievance Redressal Machinery.

(iii) During 2018, the First Schedule to the Industrial Disputes Act, 1947 was amended by inserting "Chemical Fertilizers Industry' as item 33, vide notification No.S.O.6362(E) dated 28.12.2018.

(iv) To reduce the time taken in processing of an Industrial dispute, Ministry of Labour & Employment delegated the power of appropriate Government conferred by Section 39 of the Industrial Disputes Act, 1947 to the Conciliation Officer to directly refer the industrial disputes under Section 2A of the I.D. Act to Labour Court or Tribunal for adjudication instead of filing a report to the appropriate Government, if no settlement could be arrived at in the course of conciliation proceedings vide Notification No. S.O.1936(E) dated 10.06.2019.

(v) The Industrial Disputes Act, 1947 has been merged in the Industrial Relations Code, 2020.

34. <u>The Plantations Labour Act, 1951</u>

(i) The Plantations Labour Act, 1951 is a Central Act but administered by the State Governments. The Act provides for the welfare of plantation labour and it regulates the conditions of work in plantations. This Legislation is applied to all tea, coffee, rubber, cinchona and cardamom plantations which measures 5 hectares or more in which 15 or more persons are working. The State Governments are also vested with powers to extend all or any of the provisions of the Act to any plantation notwithstanding it measures less than 5 hectares or the number of persons employed therein is less than 15. The Act covers Offices, hospitals, dispensaries, schools and crèches within the plantation premises. The Act contains important provisions related to health, welfare, hours of work, rest intervals, prohibition on employment of children etc.

(ii) Keeping in view the changing social, economic and industrial relations scenario in the country, the Government amended the Plantations Labour Act, 1951 which was enforced w.e.f. 7.6.2010. The objectives of these amendments are to make the Act more welfare oriented for the workers in the plantations sector.

(iii) The Plantations Labour Act, 1951 has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

35. The Sales Promotion Employees (Conditions of Service) Act, 1976.

The Sales Promotion (Employees) (Conditions of Service) Act, 1976 is a Central Act which came into force w.e.f. 6.3.1976. The main purpose of the Act is to regulate certain conditions of service of sales promotion employees in certain establishments. Initially this Act was applicable only to the sales promotion employees engaged in pharmaceutical industry. Thereafter the schedule of the Act has been amended and the Act was made applicable to additional 10 Industries vide Notification No.S.O.217(E) dated 31.1.2011 which are as under:

(i) Cosmetics, soaps, household cleaners and disinfectants.

(ii) Readymade garments

(iii) Soft drink manufacturing industries

(iv) Biscuits and confectioneries

(v) Ayurvedic, Unani and Homeopathic Medicines

(vi) Automobiles including accessories and spare parts

(vii) Surgical equipments, artificial prosthesis and diagnostics

(viii) Electronics, computers including accessories and spares

(ix) Electrical appliances

(x) Paints and varnishes

2. The Act stipulates that provision of Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the Payment of Gratuity Act, 1972 may apply to the sales promotion employees.

3. Central Government is empowered to make rules under the Act.

4. A meeting of the Industrial Tripartite Committee for Sales Promotion Employees was held on 8.8.2017 under the chairmanship of Hon'ble Minister of State for Labour & Employment (IC) wherein it was decided to frame statutory working rules for sales promotion employees. The statutory working rules for sales promotion employees are under consideration of this Ministry.

5. The Sales Promotion (Employees) (Conditions of Service) Act, 1976 has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

36. The Motor Transport Workers Act, 1961:

The Motor Transport Workers Act, 1961 provides for the welfare of motor transport workers and to regulate the conditions of their work like medical facilities, welfare facilities, hours of work spread over, period of rest, overtime and annual leave with pay etc. This Act has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020

*****

Chapter-4 NATIONAL LABOUR AWARDS

4.1 The DGFASLI on behalf of the Ministry of Labour & Employment has been implementing the Prime Minister's Shram Awards, Vishwakarma Rashtriya Puraskar (earlier known as Shram Vir National Awards) and the National Safety Awards scheme since 1965. These schemes were modified in 1971, 1978 and again in 2007. The schemes presently in operation are as under:

1) Prime Minister's Shram Awards (PMSA)

4.2 The Prime Minister's Shram Awards (PMSA) were instituted in 1985, for the workers (as defined in Industrial Disputes Act, 1947) in recognition of their outstanding contributions in organizations both in public and private sector and who have distinguished record of performance, devotion to duty of a high order, specific contribution in the field of productivity, proven innovative abilities, presence of mind and exceptional courage and also to the workmen who have made supreme sacrifice of laying down their lives in the conscientious discharge of their duties.

4.3 It has been decided from the year 2004 onwards that the private sectors shall also be included within the ambit of Prime Minister's Shram Awards and the workers in the private sector units employing 500 or more workers and engaged in manufacturing and productive processes will be eligible to apply for these awards. The number of awards has been increased from 17 to 33. The awards, in order of sequence are Shram Ratna, Shram Bhushan, Shram Vir/Veerangana and Shram Shri/Devi. The recognition consists of a Sanad and cash award of Rs. Two lakh (1 award), Rs. One lakh (4 awards), Rs. 60,000 (12 awards) and Rs. 40,000 (16 awards) respectively.

2) Vishwakarma Rashtriya Puraskar (VRP)

4.4 VRP is awarded in recognition of outstanding suggestions given by a worker or group of workers and implemented by the management during the previous calendar year resulting improvement in quality, productivity and working conditions such as safety, health and environmental conservation in the industrial undertakings where "Suggestion Schemes" are in operation. It is designed to give recognition at the national level to outstanding suggestions resulting in

(i) Higher Productivity

(ii) Improvement in safety and working conditions

(iii) Savings in foreign exchange (import substitution as well as quality and safety of products)

(iv) Improvement in overall efficiency of the establishments.

4.5 The prizes are grouped in three classes:

(a) Applications ranked 1 to 5 (5 Awards) - Class "A" Awards Rs.75, 000/- each

(b) Applications ranked 6 to 13 (8 Awards) - Class "B" Awards Rs.50, 000/- each

(c) Applications ranked 14 to 28 (15 Awards) - Class "C" Awards RS.25, 000/- each

4.6 These awards are applicable to the workers of Industrial establishments covered under the Factories Act, 1948, the employees covered under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Installations under Atomic Energy Regulatory Board (AERB).

3) National Safety Awards:

4.7 National Safety Awards are given in recognition of outstanding safety performance on the part of the industrial establishments covered under the Factories Act 1948, the employers covered under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other

Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Installations under Atomic Energy Regulatory Board (AERB).

4.8 The awards are given under twelve schemes, out of which ten are meant for Factories /Construction sites /Installations under AERB and two are for Ports. Under each award, a Shield and a Certificate of Merit is given to each of the Award Winners and Runners-up. The establishments are classified in different schemes based on working of highest man-hours.

Awards for the performance year 2018

I. Prime Minister's Shram Awards

4.9 The Prime Minister's Shram Awards (PMSA) for the performance year 2018 are to be awarded to 69 workers employed in the Departmental Undertakings & Public Sector Undertakings of the Central and State Governments and Private Sector Units employing 500 or more workers in recognition of their distinguished performance, innovative abilities, outstanding contribution in the field of productivity and exhibition of exceptional courage and presence of mind.

4.10 This year the Prime Minister's Shram Awards are given in three categories namely:

i. Shram Bhushan Awards which carry a cash prize of Rs.1,00,000/- each

ii. Shram Vir/Shram Veerangana Awards which carry a cash prize of Rs. 60,000/- each

iii. Shram Shree/Shram Devi Awards which carry a cash prize of Rs. 40,000/- each

4.11 For the year 2018, four (4) nominations for the Shram Bhushan Awards, twelve (12) nominations for Shram Vir/Shram Veerangana awards and seventeen (17) nominations for Shram Shree/Shram Devi Awards have been selected. While the total numbers of Shram Awards conferred this year are thirty-three (33), the number of workers receiving the Awards is sixty-nine (69) as some of the awards have been shared by workers and/or teams of workers consisting of more than one worker. Out of the total awardees, forty-nine (49) workers are from the public sector while twenty (20) workers are from the private sector. The awardees include eight (8) women workers. The details of the awards are as follows:

1. **SHRAM BHUSHAN**: Total number of Shram Bhushan Awards are four (4). It carries a cash award of Rs. 1,00,000/- and a 'Sanad'. Total numbers of Shram Bhushan Awardees are ten (10) for the year 2018 in respect of Public Sector Undertaking and Private Sector.

2. **SHRAM VIR/VEERANGANA:** Total numbers of Shram Vir/Shram Veerangana Awards are twelve (12). It carries a cash award of Rs. 60,000/- and a 'Sanad'. Total numbers of Shram Vir/Shram Veerangana awardees are twenty-one (21) including one (1) women worker for the year 2018.

3. **SHRAM SHREE/DEVI:** Total numbers of Shram Shree/Shram Devi Awards are seventeen (17). It carries a cash award of Rs. 40,000/- and a 'Sanad'. Total numbers of Shram Shree/Shram Devi Awardees are thirty-eight (38) including seven (7) women workers.

II Vishwakarma Rashtriya Puraskar (VRP): For the performance year 2018, a total of 28 Vishwakarma Rashtriya Puraskar awards are to be given in three categories A, B and C for 96 awardees. The details of which are as follows:

Sl.	Class	No. of Awards	No. of Awardees
1.	Class "A"	5	14
2.	Class "B"	8	26
3.	Class "C"	15	56
	Total	**28**	**96**

III. National Safety Awards: For the performance year 2018, the National Safety awards are to be given to a total of 80 winners and 61 runners-up.

Chapter-5 WAGES

5.1 In a labour surplus country like India, it is difficult to have a uniform and comprehensive wage policy for all sectors of the economy. Wages in the organized sector are generally determined through negotiations and settlements between the employer and the employees. In the unorganized sector, however, labour is vulnerable to exploitation due to illiteracy and lack of effective bargaining power.

The Minimum Wages Act, 1948

5.2 The Minimum Wages Act, 1948, safeguards the interests of the workers as they are vulnerable to exploitation due to illiteracy and lack of bargaining power and binds the employers to pay the minimum wages to the workers as fixed under the statute for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract. The provisions of the Act are gender neutral and thus do not discriminate between male and female workers. Under the Minimum Wages Act, 1948 (the Act) both the Central and the State Governments are "Appropriate Governments" for fixation/revision of minimum rates of wages for the scheduled employments at an interval not exceeding five years. There are 45 scheduled employments in the Central sphere while in the State sphere the number (cumulative) of such employments is 1709. The Central Government has notified increase in the basic rate of minimum wages for all sectors in the Central sphere w.e.f. 19.01.2017. For the first time minimum wages for all sectors in the Central sphere, namely agricultural, non- agricultural, construction, etc. have been increased by 42% approximately.

5.3 The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from 1st April and 1st October. The Central Government and twenty-seven States/UTs have adopted VDA as a component of minimum wage. Both the Central and the State Governments have been revising the minimum wages in respect of scheduled employments from time to time. Latest revised rates of minimum wages including VDA applicable in Central Sphere **w.e.f. 01.10.2022** are at **Table 5.1**.

Table 5.1

Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere.

As on 01.10.2022

Name of Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.) Area A	Area B	Area C
Agriculture	Unskilled	454	414	409
	Semi-skilled/Unskilled Supervisory	495	456	419
	Skilled/Clerical	539	495	455
	Highly-skilled	596	554	495
Sweeping and Cleaning+	Unskilled	711	595	477
Watch and Ward	Without Arms (Upgraded to skilled with training)	866	788	671
	With Arms(Upgraded to highly skilled for supervision)	940	866	788
Loading & Unloading`	Unskilled	711	595	477
Construction^	Unskilled	711	595	477
	Semi-skilled/Unskilled Supervisory	788	671	557
	Skilled/Clerical	866	788	671
	Highly-skilled	940	866	788
Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift:*			
	(a) Soft Soil	481		
	(b) Soft Soil with Rock	722		
	(c) Rock	956		
	2. Removal and Staking of rejected stones with 50 metres lead/1.5 metres lift*	386		
	3. Stone breaking or Stone Crushing for the stone size of category**			
	(a) 1.0 inch to 1.5 inches	2938		
	(b) Above 1.5 Inches to 3.0 Inches	2513		
	(c) Above 3.0 Inches to 5 Inches	1475		
	(d) Above 5.0 Inches	1212		
Non - Coal Mines$		**Above Ground {Rates of Wages including V.D.A per day (in Rs.)}**	**Below Ground {Rates of Wages including V.D.A per day (in Rs.)}**	
	Unskilled	477	595	
	Semi-skilled/Unskilled Supervisory	595	711	
	Skilled/Clerical	711	829	
	Highly-skilled	829	926	

**Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.*

#Employees engaged in the employment of Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways;

(ii) Other Goods Sheds, Godowns, Warehouses and other similar employments; (iii) Docks and Ports; and (iv) Passengers Goods and Cargo Carried out at Airports (Both International and Domestic).

^Employees engaged in the employment of construction or maintenance of Roads or Runways or in Building Operations including laying down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and similar other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines.

$Employees engaged in the employment of Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines, Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate and Magnetite Mines.

CLASSIFICATION OF AREA

AREA – "A"					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bengaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai		Pune	(UA)		
AREA – "B"					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M.Corpn)	Jaipur	(M.Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M.Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M.Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)

Bhubaneshwar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M.Corpn)	Kolhapur	(UA)	Thiruvanantapuram	(UA)
Bokaro SteelCity	(UA)	Kollam	(UA)	Thrissur	(UA)
Chandigarh	(UA)	Kota	(M.Corpn)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M.Corpn)	Ujjain	(M.Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M.Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corpn)
Firozabad		Moradabad	(M.Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
NandedWaghala	(M.Corpn)	GreaterVisakhapatnam	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)

Area 'C' will comprise all areas not mentioned in thislist.
NB: U.A. stands for Urban Agglomeration.

States/Union Territories Which Adopted/ Did not Adopt the system of Variable Dearness Allowance (VDA

Sl. No.	Name of the State/UT which Adopted VDA	Did not adopt VDA
1	Andhra Pradesh	Arunachal Pradesh
2	Assam	Goa
3	Bihar	Himachal Pradesh
4	Chhattisgarh	Jammu and Kashmir
5	Gujarat	Manipur
6	Haryana	Meghalaya
7	Jharkhand	Mizoram
8	Karnataka	Nagaland
9	Kerala	Sikkim
10	Madhya Pradesh	
11	Maharashtra	
12	Odisha	
13	Punjab	
14	Rajasthan	
15	Tamil Nadu	
16	Telengana	
17	Uttar Pradesh	
18	Uttarakhand	
19	West Bengal	
20	Andaman and Nicobar Islands	
21	Chandigarh	
22	Dadra and Nagar Haveli	
23	Daman and Diu	
24	Delhi	
25	Lakshadweep	
26	Tripura	
27	Puducherry	

National Floor Level Minimum Wage

5.4 In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage as a non-statutory measure was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. On the basis of increase in the Consumer Price Index, the Central Government has revised the National Floor Level Minimum Wage from Rs. 160/-to Rs.176/-per day with effect from 01.06.2017.

Central Advisory Board (CAB)

5.5 The Central Government has re-constituted the Central Advisory Board (CAB) vide Notification No. S.O. 898 (E) dated 27th February, 2019 under Section 8 of the Minimum Wages Act, 1948.

Minimum Wages Advisory Board (MWAB)

5.6 The Central Government has re-constituted the Minimum Wages Advisory Board (MWAB) vide Notification No. S.O.527 (E) dated 29th January, 2019 under Section 7 of the Minimum Wages Act, 1948.

5.7 The proposal for amendment of the Minimum Wages Act, 1948 for omission of Section 2(g) of the Act relating to definition of "scheduled employment" is not being pursued presently as the Payment of Bonus (Amended) Act, 2015 has been challenged in various High Courts. Department of Legal Affairs has opined to wait till vacation of stay and disposal of the writ petitions as definition of the "scheduled employment " is common in both the Minimum Wages Act,1948 and the Payment of Bonus (Amendment) Act, 2015.

5.8 In the meanwhile, the Code on Wages, 2019 has been notified on 08.08.2019, wherein the provisions of the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 have been subsumed. The provisions of the Code on Wages, 2019, have not come into effect except the provisions relating to the Central Advisory Board.

The Payment of Wages Act, 1936

5.9 The Payment of Wages Act, 1936 regulates payment of wages to workers employed in industries and to ensure speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages in current coin, or currency notes or by cheque or by crediting in the bank account of the workers.

5.10 The Payment of Wages (Amendment) Act, 2017- Section 6 of the Payment of Wages Act, 1936 has been amended on 16.02.2017 to enable making payment of wages in current coin or currency notes or by cheque or by crediting in the bank account of the workers. The amendment made also enables that the appropriate Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment, the wages only by cheque or by crediting the wages in the bank account.

5.11 Provision for making payment only by cheque or by crediting in the bank account of an employee, in respect of industrial or other establishments namely Railways, Air transport services, Mines and Oil fields in the Central Sphere has been notified on 26.04.2017.

5.12 The wage ceiling for applicability of the Payment of Wages Act, 1936, was fixed at Rs. 1600/- p.m. in 1982. This wage ceiling has been periodically revised on the basis of the Consumer Expenditure Survey brought out by the National Sample Survey Office, after every five years. The Central Government has enhanced the wage ceiling from Rs.18,000/- to Rs. 24,000/- per month w.e.f. 29.08.2017 for applicability of the Act.

The Payment of Wages (Nomination) Rules, 2009

5.13 In pursuance of the recommendation of the Special Task Force set up by the Ministry of Women and Child Development for providing complete equality to women vis-a-vis men in terms of payment of wages, the Central Government, in exercise of powers conferred in sub-section (3) of section 26 of the Payment of Wages Act, 1936, has notified the Payment of Wages (Nomination) Rules, 2009, vide notification GSR No 822 (E) dated 29th June, 2009 defining the procedure for nomination and restricting the nomination by workers to his /her family members as far as applicable.

Enforcement of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948

5.14 The Government is committed to enhance the welfare and well-being of workers in the organised and unorganised sector and ensure implementation of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948**.** The enforcement of various labour laws including the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere the enforcement is secured through the Inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery.

5.15 In the 1950s and 60s, when the organized labour sector was at a nascent stage of development, the Government in appreciation of the problems of wage fixation in some sectors, constituted need based Wage Boards from time to time in line with the accepted policy of the Ministry of Labour. The Wage Boards are tripartite in character in which representatives of workers, employers and independent members participate and finalize the recommendations. At present, there is provision for only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist Newspaper Employees which are in operation as statutory Wage Boards. All other Wage Boards have ceased to exist.

5.16 The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 has been subsumed in Occupational, Safety, Health and Working Conditions, 2020 (OSH Code) which has been notified on 29.09.2020.

The Working Journalist and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

5.17 The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (the Act) provides for regulation of conditions of service of working journalists and other persons employed in newspaper establishments. Section 9 and Section 13C of the Act, inter-alia, provide for setting up of Wage Boards for fixation and revision of rates of wages in respect of working journalists and non-journalist newspaper/news agency employees respectively. According to the Act, Wage Boards shall consist of the following:

- Three persons**,** representing employers in relation to newspaper establishment;
- Three persons, representing working journalists for Wage Board under Section 9 and three persons representing non-journalist newspaper employees for Wage Board under Section 13 C of the Act.
- Four independent persons, one of whom shall be a person who is or has been a Judge of a High Court or the Supreme Court, and who shall be appointed by the Government as the Chairman thereof.

5.18 The Act does not lay down the periodicity for constituting the Wage Board. In the past, various Wage Boards for Working Journalists and Non-Journalist Newspaper Employees were set up from time to time as shown in the Table below:-

Sl. No.	Name of the Industry	Date of appointment of Wage Board	Date on which final report was submitted to the Government	Date of acceptance of the recommendation by the Government	Name of the Wage Board
1	2	3	4	5	6
I.	Wage Board for Working Journalists	02-05-1956	NA	11-05-1957	**Divatia Wage Board**
II.	(a) Wage Board for Working Journalists	12-11-1963	17-07-1967	27-10-1967	**Shinde Wage Board**
	(b) Wage Board for Non-Journalist Newspaper Employees	25-02-1964	17-07-1967	18-11-1967	
III.	(a) Wage Board for Working Journalists	11-06-1975	13-08-1980	26-12-1980 & 20-07-1981	**Palekar Wage Board**
	Wage Board for Non-Journalist Newspaper Employees	06-02-1976			
IV.	Wage Board for Working Journalists and Non-Journalist Newspaper Employees	17-07-1985	30-05-1989	31-08-1989	**Bachawat Wage Board**
V.	Wage Board for Working Journalists and Non-Journalist Newspaper Employees	02-09-1994	25-07-2000	05-12-2000 & 15-12-2000	**Manisana Wage Board**
VI.	Wage Board for Working Journalists & Non-Journalist Newspaper Employees	24-05-2007	31-12-2010	11-11-2011	**Majithia Wage Board**

5.19 The Government constituted two Wage Boards – one for Working Journalists and other for Non-Journalist Newspaper Employees under Section 9 and Section 13C respectively of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955 and appointed Justice G. R. Majithia, retired Judge of the High Court of Bombay as common Chairman vide notification in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810(E) dated 24.5.2007. The Wage Boards submitted their final Report to the Government on 31.12.2010. The recommendations of the Majithia Wage Board were notified in the Official Gazette vide S. O. No. 2532 (E) dated 11.11.2011.

5.20 As the implementation of the recommendations rests with the State Government/UTs, this was communicated to the State Governments and Union Territory Administrations for compliance. The Majithia Wage Board Recommendations are presently in vogue.

5.21 In order to monitor the implementation of the notification, a Central Level Monitoring Committee (CLMC) has been set up. The present composition is as under:

i.	Special Secretary/Additional Secretary, Ministry of Labour & Employment	- Chairman
ii.	Joint Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	- Member
iii.	Joint Secretary, Ministry of Information & Broadcasting	- Member
iv.	Chief Labour Commissioner (Central)	- Member
v.	Director/Deputy Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	- Member Secretary

5.22 The Committee meets periodically from time to time both at Regional and National Level (New Delhi). The last meeting of the Committee was held at New Delhi on 24.01.2022 & 27.01.2022 covering all States/UTs to review the implementation of the Wage Board Awards in the country. In the last CLMC meeting the representatives of States/ UTs were directed to gear up the monitoring mechanism at the State Level and to conduct regular inspections. The implementation status is obtained from the States/ UTs through Quarterly Progress Reports. 27 States, excluding the States having one-man establishments, have intimated constitution of Tripartite Committee in order to monitor the state level implementation status. The implementation status of Majithia Wage Board recommendations in the States/ UTs as on date is 30.82%. Uttarakhand (100%), Puducherry (100%), A&N Island (100%), Tamil Nadu (99.01%), Andhra Pradesh (83.67%) and Rajasthan (82.81%) are the leading States in implementing the Majithia Wage Board recommendations.

<u>The Payment of Bonus Act, 1965</u>

5.23 The Payment of Bonus Act, 1965 (the Act) provides for the payment of bonus to persons employed in certain establishments, employing 20 or more persons, on the basis of profits or on the basis of production or productivity and for matters connected therewith. The Payment of Bonus Act, 1965 has been subsumed under Code on Wages, 2019 which has been notified on 08.08.2019.

<u>THE PAYMENT OF BONUS ACT, 1965</u>

5.24 The minimum bonus of 8.33% is to be paid by every industry and establishment under Section 10 of the Act. The maximum bonus including productivity linked bonus that can be paid in any accounting year shall not exceed 20% of the salary/wage of an employee under Section 31 A of the Act.

5.25 Two ceilings are available under the Payment of Bonus Act, 1965. Firstly, the limit specified under Section 2 (13) of the Act defines eligibility of an employee to get the Bonus. Secondly, Section 12 prescribes limit for calculation of bonus to be paid to an employee. The two ceilings are revised to keep pace with the price rise and increase in the salary structure. The revisions of the two ceilings over the years are as follows:

Sl. No.	Year of Amend ment	Eligibility limit (Rupees per month)	Calculating Ceiling (Rupees per month)
1.	1965	1,600	750
2.	1985	2,500	1,600
3.	1995	3,500	2,500
4.	2007	10,000	3,500
5.	2016 (w.e.f. 01.04. 2014)	21,000	7,000 per mensem or the minimum wage for the scheduled employment, as fixed by the appropriate Government, whichever is higher.

*****

Chapter-6 SOCIAL SECURITY

6.1 The social security schemes in India cover only a small segment of the organized work-force, which may be defined as workers who are having a direct regular employer–employee relationship within an organization. The social security legislations in India derive their strength and spirit from the Directive Principles of the State Policy as contained in the Constitution of India. These provide for mandatory social security benefits either solely at the cost of the employers or on the basis of joint contribution of the employers and the employees. While protective entitlements accrue to the employees, the responsibilities for compliance largely rest with the employers.

Social Security Laws

6.2 The principal social security laws enacted for the organised sector in India are:

- The Employees' State Insurance Act, 1948;
- The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (Separate provident fund legislations exist for workers employed in coal mines and tea plantations in the state of Assam and for seamen);
- The Employee's Compensation Act, 1923;
- The Maternity Benefit Act, 1961;
- The Payment of Gratuity Act, 1972

Administration of Social Security Acts

6.3 The provisions of the Employee's Compensation Act, 1923 are being administered exclusively by the State Governments. Cash benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care alongwith ESIC under the Employees' State Insurance Act, 1948. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is administered by the Government of India through the Employees' Provident Fund Organisation (EPFO). In mines and circus industry, the provisions of the Maternity Benefit Act, 1961 are being administered by the Central Government through the Chief Labour Commissioner (Central) and by the State Governments in factories, plantations and other establishments. The Payment of Gratuity Act, 1972 is administered by the Central Government in establishments under its control, establishments having branches in more than one State, major ports, mines, oil-fields and railway companies and by the State Governments and Union Territory Administrations in all other cases. This Act applies to factories and other establishments.

The Employees State Insurance Act, 1948

6.4 Coverage

The Employees' State Insurance Act, 1948 applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the "Appropriate Government" is empowered to extend the provisions of the Act to other classes of establishments, industrial, commercial agricultural or otherwise. Under these provisions, the appropriate Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establish ments, educational & medical institutions, establishments engaged in insurance business, Non-Banking Financial Companies, Port Trust, Airport Authorities and warehousing establishments etc. employing 10 or more employees. Employees of factories and establishments covered under the Act drawing monthly wages up to Rs 21000 per month and Rs 25,000/- per month for persons with disabilities are covered under the scheme. The ESI Scheme is now extended to 35 States/ Union Territories. As on 31.03.2022 a total of 3.10 crore Insured persons and 12.04 crore beneficiaries are covered under the Scheme.

6.5 Administration

The ESI Scheme is administered by a statutory body called the Employees' State Insurance Corporation (ESIC) which has members representing Employers, Employees, Central and State Governments, Medical Profession and the Parliament. The Union Minister for Labour & Employment is the Chairman. A Standing Committee constituted from among the members of the Corporation, acts as the executive body for administration of the Scheme and is chaired by the Secretary, Ministry of Labour & Employment. There are 26 Regional Boards and 222 Local Committees. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee. The headquarters of the ESIC is located at New Delhi. The Corporation has 64 field offices, 24 Regional Offices, 40 Sub-Regional Offices. Besides, there are 598 Branch Offices, 89 dispensary Cum Branch Offices (DCBOs) for administration of cash benefits to Insured Persons.

6.6 Funding and operating of the ESI Scheme

The ESI Scheme is financed by contributions from the employers and employees as per provisions of ESI Act, 1948. The rate of contribution is 4% of the monthly wages out of which the employer's and the employee's share of contribution are 3.25% and 0.75% respectively. The Corporation makes an 'on account payment' to the State Government' for providing Medical care to ESI beneficiaries. At present the prescribed ceiling is Rs 3,000/-per Insured Persons family unit per Annum. The expenditure on medical care benefit is shared between ESI Corporation and State Government in the ratio of 7:1 within the ceiling. Formation of State ESI under section 58(5) of ESI Act has been initiated where additional incentive of bearing 100% expenditure up to the ceiling is proposed. Further, all capital expenditure on construction of ESI Hospital and other building including their maintenance is borne exclusively by ESIC. The expenditure on tertiary care is also borne entirely by the ESIC.

6.7 Investment

“All contribution received under ESI Act and all other money belonging to the Fund which are not immediately required for defraying day to day expenses are invested in the manner prescribed under Rule 27 of the ESI (central) Rules, 1950. Investment of ESIC Fund is done in State Development Loans (SDLs), Govt. securities (G-Sec), AAA rated PSU Bonds, Fixed Deposits etc. as per the approved Investment Policy of ESIC through Portfolio Managers appointed by the ESI Corporation. As on 31st October, 2022 the total investment of Fund stands at Rs.1,29,812.49 crore including Special Deposit account (SDA).

6.8 Arrears of ESI Dues

A sum of Rs. 4459.69 Crore is due as arrears as on 31.3.2021 on account of default/dues by the employers of covered factories/establishments. An amount of Rs.2163.49 Crore was immediate not recoverable, due to various reasons, such as factories having gone into liquidation. BIFR/NCLT cases, whereabouts of employers not known, disputes in Courts, etc. The balance amounting to Rs.2296.20 Crores, represents immediate recoverable arrears. The ESI Corporation has been taking necessary recovery action through Recovery Machinery, Legal and penal actions, and prosecution, under the provision of the Employee's State insurance Act-1948 and under Penal Code for recovery of ESI dues.

6.9 Health benefit under ESI Scheme including list of hospitals ESIC / ESIS

The Employees' State Insurance Scheme provides comprehensive medical care in the form of medical attendance, treatment, drugs and dressings, specialist consultation and hospitalization to Insured Persons and also to their dependants. An Insured Persons and his dependants are entitled to medical benefits from the day of entry into insurable employment. Insured Persons and their families are being provided medical care which includes outpatient care/inpatient care, specialized medical care and super specialty medical care as per requirement of the patients. Besides, medical facilities under AYUSH i.e. Ayurveda, Yoga, Unani, Siddha and Homeopathy are also provided. Medical care to beneficiaries is provided through a large infrastructure comprising Hospitals, Dispensaries, Dispensary-cum-Branch Office (DCBO), Specialist centers, Insurance Medical Practitioners (IMP) clinics, and Employees Utilisation Dispensaries (EUD) and tie-up arrangements with other health institutions. The range of medical services provided covers preventive, promotive, curative and rehabilitative services. In-patient services are provided through ESI Hospitals and through empanelment with private and Govt. hospitals. The list of ESIC/ESIS Scheme (ESIS) hospitals are at **Annexure I.**

6.10 Medical Education

ESI Corporation (ESIC) has established Medical Education Institutions, across the country which includes Medical Colleges, Dental Colleges, Nursing Colleges and Paramedical College. To improve the quality of services, the Employees' State Insurance Scheme, THE EMPLOYEES' STATE INSURANCE ACT, 1948 was amended in 2010, and section 59-B inserted, relating to 'Medical and Para-medical education', which enabled the Corporation to establish Medical Colleges, Nursing Colleges and Training institutes for its para-medical staff and other employees.

Rationale of Medical Education: Medical Education in ESIC fulfils the objectives of (1) Augmentation of scarce qualified medical manpower to serve beneficiaries (2) Carry out research especially in occupational diseases and training to medics and para-medics and (3) Promotes inclusivity as specified seats in medical colleges are earmarked for the wards of Insured Persons / workers (**Annexure 2**).

Initially, each of the medical colleges began functioning with 100 MBBS seats. In 2020, the number of seats for all the six medical colleges were increased to 125 each, with the approval of National Medical Commission.

In the year 2021, two new ESIC Medical Colleges have been established, viz., ESIC Medical College & Hospital, Alwar and ESIC Medical College & Hospital, Bihta with initial permission of 100 seats by the National Medical Commission which will be gradually increased to higher number of seats.

ESIC MEDICAL COLLEGE ALWAR

ESIC MEDICAL COLLEGE BIHTA

Annual intake of MBBS candidates in Medical Colleges: The existing six medical colleges have 750 seats (125 X 6) and two additional Medical Colleges have been initially allotted 200 seats (100 X 2). Therefore, currently, the total annual intake of ESIC Medical Colleges is 950 MBBS seats which is set to increase to 1200 by the year 2027.

Earmarked seats for wards of Insured Persons: There are 343 MBBS seats each year earmarked for wards of IPs in eight ESIC Medical Colleges. The seats for wards of IPs at each of the Medical College at Faridabad and Hyderabad (43 each), Joka (65), Gulbarga and Bengaluru (56 each), Chennai (25), Bihta (35) and Alwar (20). Further, Dental College Gulbarga has 28 BDS seats for Wards of Ips.

The Medical Colleges at (i) Coimbatore, Tamil Nadu; (ii) Paripally, Kerala and (iii) Mandi, Himachal Pradesh have been transferred to respective State Government who have started MBBS courses at their location. These colleges contribute seats to the ESIC pool' for 'Seats allocated for wards of insured persons (IPs) namely, Government Medical College, Coimbatore, Tamil Nadu (20), Government Medical College, Kollam, Paripally (38/39), Shri Lal Bahadur Shastri Medical College, Ner Chowk, Mandi, Himachal Pradesh (36). Thus making the total number of wards of IPs MBBS seats 437/438.

In the academic year 2021-22, Post-graduate seats (MD/MS) and DNB seats in ESIC Medical Institutions have been increased from 123 to 251 and from 21 to 70 respectively.

All efforts are being made to develop the educational institutions as tertiary care centres to provide state of art facilities to ESI beneficiaries. Various super speciality services in the field of cardiology, neurology, oncology and transplant services have been developed in ESIC Medical College Hospitals

Cath lab at ESIC Medical College Hospital, Fbd.

6.11 EMPLOYEES' PROVIDENT FUND ORGANISATION

The Employees' Provident Fund Organisation, an autonomous body under the Ministry of Labour & Employement (MoL&E), Government of India, administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the Schemes framed there under. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a welfare legislation enacted for the purpose of instituting provident funds, pension fund and deposit linked insurance fund for employees working in factories and other establishments. The Act aims at providing social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of bread winner and similar contingencies.

6.12 SCHEMES FRAMED UNDER THE EPF & MP ACT, 1952

Following three Schemes have been framed under the Act:-

i. The Employees' Provident Funds Scheme, 1952 (EPF) – (w.e.f 1st November, 1952) *Provident Fund is based on a defined contribution scheme where both the employees and the employers contribute their mandated share*.

ii. The Employees' Pension Scheme, 1995 (EPS) (w.e.f 16th November, 1995) {replacing the Employees' Family Pension Scheme, 1971} *A mix of "defined contribution" and "defined benefit" forms the Pension Scheme. The employees do not have to contribute to this scheme.*

iii. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI) (w.e.f. 1st August, 1976) *Insurance Scheme is a deposit linked Scheme that provides for benefits up to Rs. 7,00,000/- without any contribution from employees.*

6.13 COVERAGE OF ESTABLISHMENTS AND MEMBERS

Presently, the Act is applicable to industries/classes of establishments specified in Schedule I of the Act or any activity notified by the Central Government in the Official Gazette and employing twenty or more persons. Apart from the provision for compulsory coverage, provision also exists under Section 1(4) of the Act for voluntary coverage. With effect from 01-09-2014, an employee, on joining employment in a covered establishment and getting pay upto Rs. 15,000/- is required to become a member of the fund. Following table shows the reach of EPFO and its services during 01.01.2022 to 31.12.2022:

i.	Total No. of Establishments covered	2,73,870
ii.	New joined EPF Membership (Exempted)	3,67,157
iii.	New joined EPF Membership (Unexempted)	1,19,47,203
iv.	Total Contributing members	6,31,13,491
v.	Total Contributing establishments	7,10,058
vi.	Total Claims settled	3,97,62,910

6.14 CUMULATIVE CORPUS UNDER THE ACT

The data pertaining to corpus managed by EPFO under the three Schemes EPF, EPS and EDLI excluding the Corpus managed by exempted Provident Fund Trusts is as follows-

31.03.2022	18,64,136.00	31.03.2022
30.11.2022	19,95,408.44 *(Provisional and Un-Audited)	30.11.2022
31.03.2023	20,83,466.13 **(Estimated)	31.03.2023

6.15 RATE OF INTEREST

The rate of Interest declared on the deposits of members to the Employees' Provident Fund was 8.10% (on monthly running balance) for 2021-22.

6.16 EMPLOYEES' PENSION SCHEME 1995

The Employees' Pension Scheme, 1995 has been introduced with effect from 16.11.1995. The Scheme is financed by transferring 8.33% of the Provident Fund contributions from employers' share and by contribution at the rate of 1.16% of basic wages of employees by the Central Government. All accumulations in the ceased Employees' Family Pension Fund constitute the corpus of the Pension Fund.

6.17 BENEFITS UNDER THE PENSION SCHEME

The Employees' Pension Scheme, 1995 provides the following benefits to the members and their families:

- Monthly member pension
- Disablement pension
- Widow/widower pension
- Children pension
- Orphan pension
- Disabled Children/Orphan Pension
- Nominee pension
- Pension to dependent parents
- Withdrawal benefit

6.18 The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organization during the year 2021-22 is indicated in the following table:

Category of Claims	Number of Claims Settled for period 01.01.2022 to 31.12.2022	Projections for period Jan –Mar 2023
* Monthly Pension Benefits	2,95,794	73,949
Other than Monthly Pension **	31,16,561	7,79,140
Total	34,12,355	8,53,089

**Form 10 D settled*

*** 10C claims settled including Scheme Certificate*

6.19 PENSIONERS

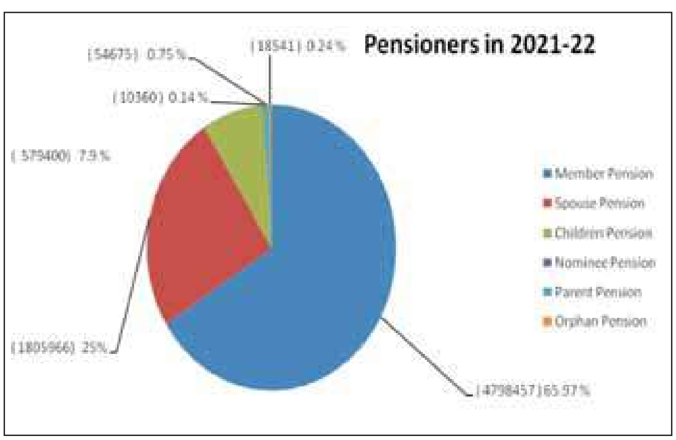
The EPS has since its inception grown in terms of the beneficiaries at a rapid pace. In the last five years the overall growth-in-terms of the pensioners being benefited by the scheme has increased at more than 5% to 10% year on year. The increase in the number of pensioners in the last five years is given in the table and the graph below:-

Distribution of Pension Categories under the Employees' Pension Scheme, 1995							
Year	**Member Pension**	**Spouse Pension**	**Children Pension**	**Nominee Pension**	**Parent Pension**	**Orphan Pension**	**Total Pensioners**
2017-18	4211685	1431613	556510	10562	41740	21080	6273190
2018-19	4325413	1477583	573580	10538	43264	21368	6451746
2019-20	4477710	1565361	562352	10424	46922	19948	6682717
2020-21	4627733	1657184	555785	10402	49791	18928	6919823
2021-22	4798457	1805966	579400	10360	54675	18541	7273898*
01.01.2022 to 31.12.2022	4939581	1901423	593526	10290	58785	18199	7521804
Projections for Jan -Mar 2023	4985138	1944100	599830	10279	60226	18105	7617678

*The above Total for FY 2021-22 does not include ROC pensioners which are 6499 in nos. Taking them into account, total pensioners for FY 2021-22 are 72,73,898.

Among the pensioners, the category of member pensioners constitutes almost 66% of the total number of pensioners with the spouse and children pensioners constituting about 33% of the pensioners.

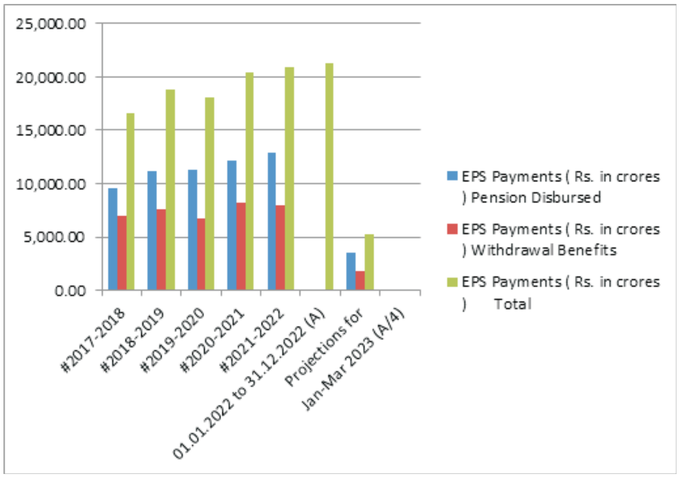
6.20 The distribution of pensioners in the year 2021-22 is shown in the figure below:-



6.21 EPS FUND RECEIPTS, PAYMENTS AND CORPUS

With the increase in the number of pensioners the amount disbursed as pension has also shown a steady increase over the years. However, the Fund has not witnessed any cash flow problems till now, in spite of there being a projected actuarial deficit in the valuation of the Fund. The outgo from the EPS in the last five years is as below:

EPS Payments (Rs. in crores)			
Year	**Pension Disbursed**	**Withdrawal Benefits**	**Total**
2017-2018	9,613.59	6,983.45	16,597.04
2018-2019	11,207.34	7,636.41	18,843.75
2019-2020	11,320.89	6,796.62	18,117.51
2020-2021	12,172.56	8,206.41	20,378.97
2021-2022	12,933.12	7,989.01	20,922.14
01.01.2022 to 31.12.2022 *(A)*	14,061.05	7,167.16	21,228.21
Projections for Jan-Mar 2023 *(A/4)*	3,515.26	1,791.79	5,307.05



6.22 Along with the increase in the pension and withdrawal benefit payments there has been a continuous increase in the receipts and corpus given the growth in the membership as well as general increase in wages. The growth in the receipts and corpus in the previous five years is given in the table:-

Pension Fund Receipts & Corpus (Rs in crores)					
Year	Contribution (Employer's share)	Contribution (Govt. share)	Total Contribution received during the year	Interest	Corpus as at the end of Financial Year
2017-18	36,618.23	5,757.42	42,375.65	30,260.66	3,93,604.40
2018-19	40,259.74	6,401.90	46,661.64	32,982.68	4,37,762.54
2019-20	44,448.55	7,504.59	51,953.13	39,042.05	5,30,846.39
2020-21	44,009.53	6,552.48	50,562.01	41,472.14	6,02,319.81
2021-22	49,719.98	7,806.20	57,526.18	50,613.95	6,89,210.72

*It included the amount received for minimum pension as well.
2019-20 - 1400.00 Crore
2020-21 - 1491.40 Crore
2021-22 - 1119.13 Crore

6.23 The accumulated corpus of the EPS has grown steadily and since the year 2017-18, the corpus has increased by almost 75.10%.

6.24 IMPLEMENTATION OF MINIMUM PENSION PROVISION

During the year 2014-15, one of the long-awaited demands for implementation of the minimum pension was given effect to. The Central Government had issued Gazette Notification No. 593(E) dated 19.08.2014 providing a minimum pension of Rs. 1,000/- per month for member/widow(er)/disabled/ nominee/dependent parent pensioners, Rs. 750/- per month for orphan pensioners and Rs. 250/- per month for children pensioners.

The payment of pension with the revised minimum pension applicable has commenced from September, 2014. The details of pensioners affected and the amount disbursed in respect of them in the last five years are as follows:-

Year	No. of Pensioner benefited	Amount paid as original pension (Rs. In crores)	Amount paid as per minimum pension notification (Rs. In crores)	Difference amount (Rs. in crores)
2016-17	18,34,624	1333.63	2146.69	813.06
2017-18	17,21,904	1,342.47	2,177.30	834.83
2018-19	20,03,143	1,433.64	2,354.07	920.43
2019-20	19,82,612	1,403.97	2,311.83	907.86
2020-21	19,70,670	1415.03	2315.70	900.67
2021-22	20,44,136	1,421.57	2,348.31	926.74
01.01.2022 to 31.12.2022	20,47,337	1,448.35	2,406.67	958.32
Projections for Jan-Mar 2023	20,66,418	362.09	601.67	239.58

6.25 After implementation of the minimum pension notification, the pension for all member/widow(er)/disabled/nominee/dependent parent pensioners whose original pension were less than Rs.1,000/- per month have been fixed at the minimum of Rs.1,000/- per month. Deductions, on account of benefits, availed by members on the basis of choice exercised at the time of making claims like commutation, Return of Capital and Short Services are applied on the minimum pension of Rs.1,000/- per month. The determination of pension under EPS, 1995 after implementation of the minimum pension notification is in consonance with the provisions of the scheme as well as the amendments introduced thereto vide the minimum pension notification referred above. Allowing the minimum pension of Rs.1,000/- per month without regard to deduction on account of Commutation and Return of Capital etc. would be iniquitous and unfair vis-à-vis the members/pensioners who had not taken these benefits at the time of claim and opted to take only the original pension without any optional benefits.

6.26 ACTUARIAL VALUATION OF THE EMPLOYEES' PENSION SCHEME, 1995

Employees' Pension Scheme, 1995 is a funded scheme with combined features of Defined Benefit and Defined Contribution. Accordingly, the scheme prescribes the rate of contribution payable as well as the scale of benefits admissible. A provision has been made under Para 32 of the Employees' Pension Scheme, 1995 for annual valuation of Employees' Pension Fund by a Valuer appointed by the Central Government. The Valuer appointed for the 22nd and 23rd valuation of Employees' Pension Fund for the year 2017-18 and 2018-19 has completed the valuation and the report for the said valuation has been approved by the Government. The Valuer for 24th, 25th & 26th valuation for the year 2019-20, 2020-21 & 2021-22 has been appointed.

6.27 PENSION DISBURSEMENT

The disbursement of pension is being carried out at present using the Core Banking System (CBS) platform of the pension disbursement banks. Instructions have been issued to the field offices to ensure that pension is credited to the pensioners' accounts on the last working day of the month.

6.28 The disbursement of monthly pension benefits is carried out through the network of branches of banks with which agreements have been made. The Regional Offices have entered into arrangements with Nationalized Commercial Banks for this purpose. Centralized pension disbursement arrangement agreements have also been made with HDFC Bank, ICICI Bank, Axis Bank and Post offices to disburse pension and other benefits all over India.

6.29 EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976.

EDLI Scheme came into force on 1st August, 1976. This Scheme is supported by nominal contribution of 0.5% by the employers. No contribution is payable by the employee for availing the benefits of the scheme. Only 0.005% Administrative charge was payable by the employer but this has also been discontinued w .e .f 01.06.2018. However in case the establishment is exempted under EDLI Scheme , inspection charges @0.005% minimum rupee 1 is payable.

6.30 APPLICATION AND COVERAGE

This Scheme is applicable to all factories/ establishments to which the EPF Act 1952 applies. All the employees who are members of the Employees Provident Fund are also members of this Scheme.

6.31 BENEFITS UNDER THE SCHEME

The following benefits are provided in case of death of an employee who was a member of the scheme at the time of his/her death:-

i. The family will get an amount equal to the average balance in Provident Fund account during preceding 12 months or during the period of his membership, whichever is less; except where the average balance exceeds rupees fifty thousand, the amount payable shall be rupees fifty thousand plus 40% of the amount in excess of rupees fifty thousand subject to a ceiling of rupees one lakh. The benefit will be further increased by twenty percent..

ii. Where the deceased member was in employment for a continuous period of twelve months, preceding the month in which he died, the quantum of benefits will be the average monthly wages drawn (subject to a maximum of Rs.15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty five times plus fifty percent of the average balance in the Provident Fund account of the deceased during the preceding twelve months subject to a ceiling of one lakh and seventy five thousand rupees.

Provided that where the member has rendered continuous service of one year, the assurance benefit shall not be less than two lakh and fifty thousand rupees and shall not exceed seven lakh rupees.

6.32 CENTRAL ANALYSIS AND INTELLIGENCE UNIT

Centralized, faceless digital interactive system for default management:

This is a new digital interface of EPFO with employers whereby list of establishments not filing ECRs is generated on 21st of each calendar month and SMS is sent immediately to such establishments. In case of no response, message is sent in employer login. e-Inspection Form is deployed in Login of estts. which fail to respond to SMS & message & continue to default for three months or more.

Through e-inspection Form, Employer can:

I Intimate closure of business & upload proof there of

ii. Declare amount in default and seek instalments to pay the outstanding dues

iii. Report and remit the outstanding dues

The e-inspection system is a step to reduce the cost of compliance for non-wilful defaulters and increase the ease of doing business for the employers. It nudges the employers for compliant behaviour. It also helps EPFO to better utilize the limited resources available with its enforcement machinery and is a cost, time, and effort saving mechanism to ensure better default management.

6.33 Complaint and Optional Inspection Portal:

Each Zonal Office of EPFO now functions as an extended arm of CAIU (HO) to accord permissions to Regional Offices for carrying out inspections in all types of cases other than the mandatory inspections as listed in the EPFO. Further the ZOs are required to scrutiny the cases on the basis of the extant guidelines and grant permissions.

6.34 The portal allows real time tracking of the status of complaints relating to evasion and non-compliance as well as the status of inspections for other cases. This would lead to greater transparency in the inspection process as the pendency at each level (i.e., inspection registration, grant of permission by zones, conduct of inspection and uploading of inspection report) could be tracked. It would also lead to better efficiency as the process of granting inspection permissions has been moved online for smooth processing. It would lead to quicker resolution of complaints regarding evasion of PF by establishments.

6.35 Facility for Online Self-Generation of UAN to employees joining in EPF covered establishments:

To allow enrolment in the Schemes by workers themselves and also to generate intelligence data in regards to evasion in extension of membership and non-coverage of eligible establishments.

CUSTOMER SERVICE DIVISION

GRIEVANCE REDRESSAL MECHANISM IN EPFO:

EPFO, in tune with its objectives, lays strong emphasis on customer service and the redressal of grievances of all stakeholders. The Organization has a robust mechanism to handle the grievances of its stakeholders i.e. employers, employees and pensioners through a network of its offices spread throughout the country. The Customer Service Division existing in EPFO Head Office, New Delhi and field formations in 21 Zones and 138 Regional Offices across the country are equipped with full-fledged Facilitation Centres, PROs and supporting staff with an aim to provide quality service to all stakeholders of the organisation. The various modes of registering and resolving grievances are-

- CPGRAMS
- Grievance Appeals
- EPFiGMS
- Call Center
- Whatsapp Business Helpline
- Twitter and FB account of EPFO & MoL&E
- FAQs
- Facilitation Centers

6.36 Grievances are received from subscribers, pensioners, account holders of EPFO and from employers of establishments both exempted and unexempted, directly and also through President's Secretariat, Prime Minister's Office (PMO),Directorate of Public Grievances (DPG), Directorate of Administrative Reforms and Public Grievances (DARPG), Ministry of Labour and Employment, National Human Rights commission (NHRC) and Social Media like Twitter and Facebook. During COVID-19 pandemic despite countrywide lockdown and only 50 percent staff attending office the momentum in the resolution of the grievances was maintained despite the number of grievances having increased by a large percentage.

6.37 GOVERNANCE OF CUSTOMER SERVICE DIVISION:

The Customer Service Division in Head Office is headed by an ACC(HQ) level officer, who is assisted by, CC(CSD), RPFC-1s, RPFC-2s, APFCs, and other staff officials. The Nodal Officers looking after grievance resolution, have been nominated in each Zonal Office and Regional Office.

6.38 CENTRALIZED PUBLIC GRIEVANCE REDRESSAL AND MONITORING SYSTEM (CPGRAMS):

Centralized Public Grievance Redressal and Monitoring System (CPGRAMS) is available on PG portal of Govt of India. (www.pgportal.gov.in). This is an online web-enabled system over NICNET developed by NIC, in association with Directorate of Public Grievances (DPG) and Department of Administrative Reforms and Public Grievances (DARPG). CPGRAMS is the platform based on web technology which primarily aims to enable submission of grievances by the aggrieved citizens from anywhere and anytime (24x7) basis to Ministries/Departments/Organisations who scrutinize and take action for speedy and favorable redress of these grievances which has been successfully implemented in EPFO. All the offices are regularly using CPGRAMS to monitor & redress the grievances.

6.39 Monitoring of grievances received under CPGRAM Portal:

- The grievances under CPGRAM Portal are received by Customer Service Division (CSD) in EPFO Head Office through Ministry of Labour. After receipt of grievances, they are forwarded to the concerned field office as well as ACC's of the concerned Division in Head Office for redressal.
- The field offices redress the grievances within the stipulated time and upload their reply on the PG Portal of CSD at Head Office.
- The CSD in turn forwards the reply to Ministry of Labour for its final disposal. The Ministry of Labour then replies to the citizen except in case of grievances pertaining to DPG which are disposed by DPG itself.
- Vigorous monitoring of grievances are done at all levels .Reports of pendency and disposal are generated regularly and followed up with field offices and different sections of Head Office through multiple modes like Emails, whatsapp, calls etc
- With respect to grievances registered on CPGRAMS Portal, feedback also taken over calls from 20 complainants every month to know the quality of redressal of grievances on CPGRAMS portal.
- Utmost priority is given to Covid-19 grievances registered on CPGRAMS Portal which are to be resolved within 3 days.

Receipts and disposal of grievances through CPGRAMS

Year	Number of Grievances received	Number of Grievances disposed	Percentage of disposal	Average Time Taken
(01.01.2022 to 31.12.2022)	124044	121903	98.27	9

Disposal of grievances received from various offices of Government of India:

S. No.	Grievance Source	Total Receipt	Disposed	Disposal Percentage
1.	DPG	3953	3852	97.44
2.	DARPG	2139	2109	98.59
3.	Local/Internet	105109	103407	98.38
4.	President Secretariat	285	283	99.29
5.	Pension	3736	3666	98.12
6.	PMO	8822	8584	97.3

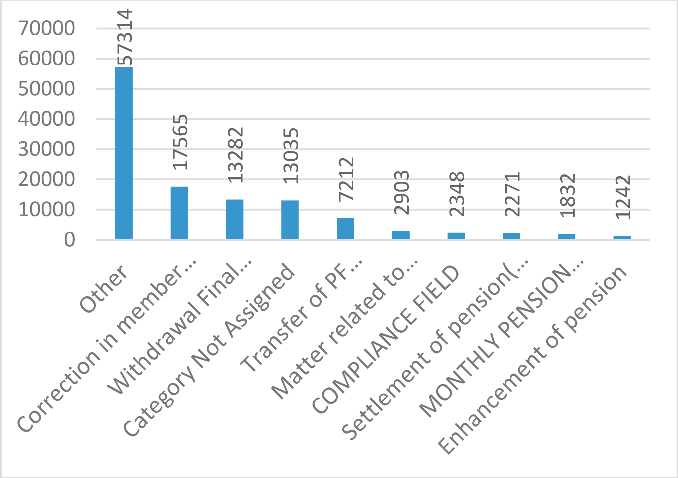
6.40 REGULAR REVIEW MEETINGS:

Disposal of Public Grievances is reviewed by the Ministry of Labour & Employment every month.

Qualitative Analysis of top 10 categories in CPGRAMS for the period 01.01.2021 to 31.12.2022:

S. No.	Grievance Category	Broug forwar	Received during	Total receipts
1	Other	1303	57314	58617
2	Correction in member details KYC updation	740	17565	18305
3	Withdrawal Final settlement of 19 20 10C 31	474	13282	13756
4	Category Not Assigned	16	13035	13051
5	Transfer of PF Accumulations(F-13)	351	7212	7563
6	Matter related to COVID-19	60	2903	2963
7	COMPLIANCE FIELD	23	2348	2371
8	Settlement of pension (10 -D)	215	2271	2486
9	MONTHLY PENSION /AREAR NOT RELEASED	52	1832	1884
10	Enhancement of pension	47	1242	1289

CPGRAMS Category wise Grievance Received during 01.01.2021 to 31.12.2022 EMPLOYEE'S



6.41 PROVIDENT FUND ONLINE GRIEVANCE MANAGEMENT SYSTEM (EPFIGMS)

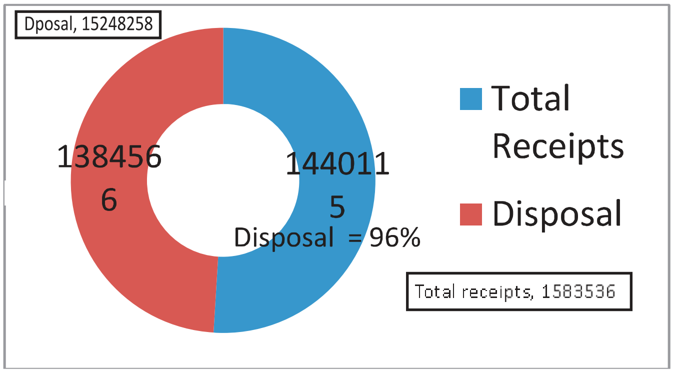
EPFO introduced many new online services to its stakeholders like ECR, UAN, Passbook, PMPRY, Online Transfer, Online Claim processing etc. With the extension of service areas of EPFO, the earlier EPFiGMS launched in 2010 was not meeting the challenges and new issues faced by the members necessitating its revamping. The revamped EPFiGMS was launched by Hon'ble Minister of State for Labourand Employment on 21 August, 2019 at Hyderabad.

This system has not only provided convenience to subscribers to register their grievances/queries but has also proved to be of immense value to field offices in managing grievances. Subscribers can register their grievances on the EPFiGMS portal from anywhere and at anytime. The grievance can be lodged by the Members, Pensioners, Establishments and Others.

6.42 EPFiGMS has been developed with a view to provide a single window platform that is able to record, acknowledge and track/monitor grievances till it is finally redressed. Besides the revamped EPFiGMS is citizen centric and facilitates EPFO in monitoring the redressal of grievances efficiently, transparently and with greater accountability. It has helped EPFO in streamlining its processes and improving the ease of business for the subscribers.

The revamped EPFiGMS2.0 has several innovative features, as below:-

- Bilingual, as the grievances can be registered both in English and Hindi.
- OTP verification to authenticate the user.
- Online lodging of grievance/complaint based on UAN



- UAN integrated with master database of EPFO resulting in identification ofEPF office for redressal of grievance
- Quick resolution - the lodged grievance is directed to the officer who is handling the account of the member.
- Comprehensive Categorization – 59 categories introduced to identify exact nature of grievance
- Grievance closure only after satisfaction of complainant
- Feedback by complainant on (a)Portal Interface (b)Quality of Redressal
- Multiple document upload - Up to 3 documents can be uploaded in one grievance
- Interactive system - Complainant can send online comments/clarifications when asked
- Interim reply to complainant can be sent in case redress is delayed
- Dedicated Email and SMS facility to provide communications and alerts.
- 3-level escalation of grievances-RO, Zonal and HO
- Daily Monitoring through dashboard and MIS reports

Grievances Registered & Disposed in EPFiGMS during 01.01.2022 to 31.12.2022

Year	No. of Grievances	Disposed	% of Disposal
(01.01.2022 to 31.12.2022	14,40,115	13,84,566	96.14

6.43 During the period 01.01.2022 to 31.12.2022, within 30 days, 93.42% of grievances were redressed. 10.38% redressed within 3 Days, 34.56% between 4 to 7 Days, 31.45% between 8 to 15 Days and 17% redressed between 16 to 30 Days. Further, the top management reviews the grievance redressal mechanism periodically.

6.44 COVID-19 grievances of EPFiGMS

Three Categories of Grievances incorporated in EPFiGMS during the Covid- 19 Pandemic period.

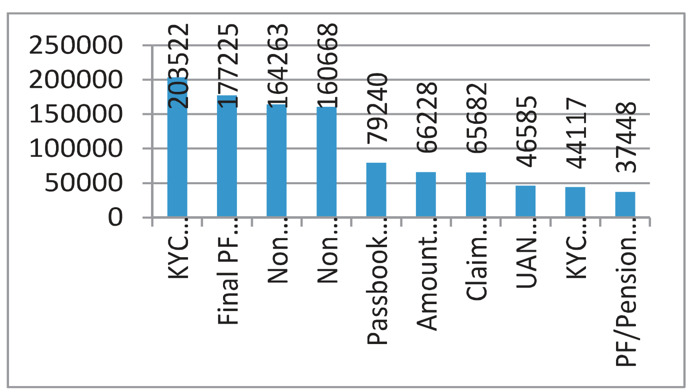
a. Covid-19Advance related

b. PMGKY related

c. Claims rejected more than once

During the period 01.01.2022 to 31.12.2022, Covid-19 Pandemic Period, 88,819 grievances related to COVID-19 advances were received and 88,299 were disposed with 99.41% of disposal.

6.45 Qualitative analysis of grievances inEPFiGMS during the period 01-01-2022 to 31.12.2022.Top 10 Categories of Grievances



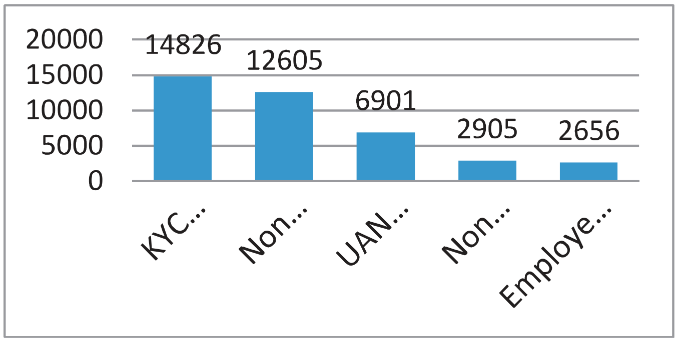
Category Analysis is being done regularly as it is a tool to assist Management in improving the system so as to minimize the grievances

6.46 EPFiGMS in UMANG APP

EPFiGMS has been on-boarded in UMANG app and the data has been obtained from UMANG app 01.01.2022 to 31.12.2022

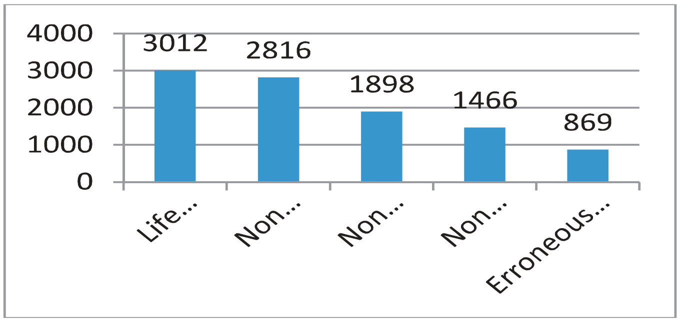
Period	Grievance Registered	Grievance Registered through UMANG	Percentage
Jan'22	1,17,594	10,272	8.74
Feb'22	1,18,622	7,048	5.94
Mar'22	1,23,896	12,273	9.91
Apr'22	1,18,456	10,288	8.69
May'22	1,09,046	1,416	1.30
Jun'22	1,04,651	639	0.61
Jul'22	1,13,633	561	0.49
Aug'22	1,01,423	375	0.37
Sep'22	1,26,189	468	0.37
Oct'22	1,06,130	2,067	1.95
Nov'22	1,08,159	11,693	10.81
Dec'22	1,33,623	15,491	11.59

Top 5 Category Analysis of Employer Grievances registered in EPFiGMS for the period 01.01.2022 to 31.12.2022



Note : Total No. of Employer Grievance are 44051

Top 5 Category Analysis of Pensioner Grievances in EPFiGMS For the period 01.01.2022 to 31.12.2022



Note : Total No. of Pensioner Grievances are 12,238

6.47 STAR RATING OF OFFICES IN EPFiGMS:

The feedback has been obtained from the stakeholders for the disposal of grievances to evaluate the quality of the grievance disposal. Out of 14,40,115 Total grievance receipt during 2022, 13,84,566 grievances have been disposed i.e. (96.14%).As per EPFiGMS portal as of 01.01.2022 to 31.12.2022 out of 13,84,566 grievance disposal, EPFO received 2,80,420 feedback from the stakeholders i.e. (20.25%). Further, out of that 2,80,420 feedback, 64251(22.91%) feedbacks are 5 Star. Further 1,30,004 (46.36%) feedbacks are 3 star and above. Hence, it is presumed that more than 46% of stakeholders are satisfied with grievance resolution mechanism in EPFO. The feedback also obtained from the stakeholders for the portal performance and improvement. During the period 01.01.2022 to 31.12.2022, 81% feedbacks are 3 star and above with respect to performance of the EPFiGMS portal.

6.48 Grievance Appeals:

Ministry of Labour & Employment forwarded 20790 Appeal Cases as on 31.12.2022. Out of that 19432 have been disposed and 1358 were pending on 31.12.2022.

6.49 Santusht:

After creation of Santush Cell in Ministry for Grievance resolution, the emails are being received on regular basis for taking up the same with field offices

Period	Number of e-Mails received	e-Mails forwarded to concerned field office
(01.01.2022 to 31.12.2022)	5,611	5,611

6.50 Call Centre:

EPFO has a Call Centre at NDC, Dwarka to address the queries received on Toll Free Number 1800118005 from its stakeholders across India. The Call Centre remained functional even during the COVID-19 pandemic. During the year 2022, 32,67,488 calls were replied in the Call Centre. Call Centre is functional in three shifts from morning 7.00 AM to Evening 9.00 PM in all days of the week. Further the Call Centre has been revamped in January,2021 by implementing the CSC VCC (virtual contact centre), which has following advantages over the earlier system:-

Call Recording Facility

- Call Monitoring Facility
- Real Time Dashboard
- Provision to store Missed Calls
- Call Back Facility
- Provision to send SMS
- Feedback from stakeholders
- Provision for detailed report

6.51 The capacity of the revamped call centre has increased by almost 100%. Now approximately 9336 calls replied per day as compared to 2000 calls earlier. The call Centre facilities are extended at Zonal Level to help the stakeholders in local vernacular language in addition to English and Hindi. Constant monitoring of live calls by utilizing the feature of interception has ensured the quality of reply furnished to the stakeholders.

6.52 Zonal Call Centre:

The Zonal Call Centre facility has been tested and implemented from September, 2021 onwards in the following Zonal Offices. The calls are being answered in Tamil, Gujarati, Kannada, Telugu, Bengali,and Marathi in addition to Hindi and English.

S. No.	Zonal Office/ Particulars	States Covered under the Zone	Local Vernacular Language other than Hindi & English
1	Zonal ACC Office, Chennai & Puducherry	Tamil Nadu & Puducherry	Tamil
2	Zonal ACC Office, Telangana	Andhra Pradesh & Telangana	Telugu
3	Zonal ACC Office, Gujarat (Ahmedabad)	Gujarat	Gujarati
4	Zonal ACC Office, Bandra	Maharashtra, Pune, Thane & Goa	Marathi
5	Zonal ACC Office (West Bengal) & A&N & Sikkim	West Bengal	Bengali
6	Zonal ACC Office, Rajasthan (Jaipur)	Rajasthan	Hindi
7	Zonal ACC Office, Karnataka	Karnataka & Goa	Kannada
8	Zonal ACC Office, Guwahati	NER	Assamese

The facility of recording all calls with a time shelf of six months ensures the complaint verification. Real time and interactive dashboard ensures the smooth functioning of Call Centre with respect to the number of total agents, login agents, active agents, free agents, agents on break, customer waiting in queue etc. 45 agents are working in bilingual Hindi and English from 7 AM to 9 PM in 3 shifts.

6.53 Whatsapp Business Helpline:

- EPFO has introduced WhatsApp Business Helpline Call number in all 138 Regional Offices from July, 2020 to resolve the queries raised by stakeholders from the comfort of their homes. These WhatsApp Business Helpline numbers are posted on EPFO website so that stakeholders can easily access the numbers of their respective PF Office.
- A dedicated team in each Regional Office ensures the reply to the queries within 24 hours.
- 15.12.2022, 3,85,060 Grievances/ Queries through WhatsApp Helpline were received of which 3,78,554 have been resolved
- Frequently Asked Questions/Self-explanatory texts and standardized infographic has been shared in different regional languages in the catalogue

features on the helpline for the benefit of all stakeholders.

- End to end encryption of WhatsApp Helpline assures total security.
- The WhatsApp Helpline ensure seamless and un-interrupted service delivery to the subscribers.

6.54 Social Media:

EPFO has an impressive presence in Social Media. Social media queries are replied from the social media handles of EPFO and the queries related to EPFO which are received on the handle of MoL&E are also replied and sent to the MoL&E, to post on their handle. The number of queries received and replied through Social Media Platform.

6.55 Social Media Grievances (Received from Ministry OF Labour & Employment / MoS(IC)):

The grievances/queries received on Social Media Account of Ministry of Labour& Employment and Minister of State (Labour & Employment) (Independent Charge) pertaining to EPFO have also been redressed. During the period 01.01.2022 to 31.12.2022, 1689 grievances /queries have been received and the same have been redressed.

Total No. of FaceBook Grievances	Total No. of Twitter Grievances	Total (FaceBook + Twitter) Grievances	Disposed
29	1660	1689	1689

EPFO has an impressive presence on Social Media on Facebook, Twitter, Whatsapp and Quora. EPFO onboardedQuora also in October, 2020.The replies furnished on Social Media on Faceboolpage and Twitter handle of EPFO from 01.01.2022 to 31.12.2022 is as under:-

	No. of queries received	No. of queries replied	Pende ncy	Disposal %
Face Book	44,344	44,344	0	100%
Twitter	11,041	11,041	0	100%

6.56 FAQs:

- A total of 375 FAQs have been updated by various Head Office Divisions.
- These FAQs are available in both English and Hindi version of the EPFO website.
- 375 FAQs are uploaded on Quora platform of EPFO.
- FAQs have been translated in 13 Regional Languages so far, for the benefit of Stakeholders.
- In ABRY, FAQs in 19 languages including English and Hindi has been translated so far.

6.57 PRO AND FACILITATION CENTRES:

Every office in the organization has a PRO (Public Relation Officer) and a Facilitation Center. All visitors are received at the facilitation centre and proper guidance/clarifications are given to them about various services/benefits extended by the organization. Their grievances, if any, are also redressed.

6.58 WOMEN'S EMPOWERMENT DESKS:

On the occasion of International Women's day (8th March 2022), the Hon'ble Minister virtually launched a Women Empowerment Desk to cater to all women stakeholder interactions with EPFO under which 25 helpdesks have been setup for facilitation of Women stake holders of EPFO

6.59 SYSTEMIC CHANGES:

Comprehensive policy guidelines have been issued from time to time reiterating commitment to improve service standards in the EPFO and they are being monitored intensively by the Head Office and the Zonal offices. The following policy changes have been initiated in an effort to streamline the services of EPFO making them more customer friendly.

- An SMS is sent to all PF Subscribers in whose account the Employers Share of PF has not been credited.
- In order to bring more transparency and minimise grievances, calculation sheets are

provided to subscribers at the time of PF withdrawal and also to pensioners explaining the pension amount sanctioned.

6.60 COMMUNICATIONS & PUBLIC RELATIONS DIVISION

The COMMUNICATION & PUBLIC RELATIONS DIVISION (C&PR) division represents the nodal desk for public relations to establish and maintain relationships with stakeholders especially the media, and other opinion makers of the society. Its responsibilities include designing communications campaigns, issuing press releases, coordinating with the press, maintaining the website and social media content, and building brand image of EPFO thereby improving the image of the Government as a citizen centric unit.

Press releases were issued from time to time for bringing developments in EPFO for citizens. The efforts of EPFO in truly acting as an "essential services" arm of the Government, earned the trust of the citizens while handling service requests. National media carried out news of EPFO extensively giving confidence about the Government's commitment for ensuring Social Security delivery seamlessly.

6.61 New Initiatives Undertaken by EPFO from Jan, 2022 to December, 2022

EPFOhas under taken various initiatives out of which,major initiatives having a larger impact are as under:

Azadi ka Amrit Mahotsav (AKAM)

As a part of celebration of Azadi ka Amrit Mahotsav to spread the awareness among the stakeholders about e-nomination, creative's, videos and GIF are being regularly posted on the social media. C&PR during the month of March 2022 successfully led celebrations of ICONIC Week with 2 star events at New Delhi and Guwahati. At New Delhi in a special programme it celebrated Women's day on 8th March 2022. A function was jointly organized by EPFO, ESIC & DGMS on the theme "value and empower the women workforce" in New Delhi graced by Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment & Chairman, CBT (EPF). The Hon'ble Union Minister for Labour & Employment had virtually launched a "Women's Empowerment Desks" to cater specifically to all women stakeholders interactions with EPFO.

At Guwahati on 12th March in a public function, Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment & Chairman, CBT (EPF) in the presence of Shri Himanta Biswa Sarma, Hon'ble Chief Minister of Assamhad launched/ inaugurated the following:-

(i) PE Portal 2.0: Through this upgraded portal the Contractors can now declare their Principal Employers (PEs) and particulars like contract tenure, contract/work order and UANs of the employees deployed. It is a step towards ease of compliance for PEs and the Contractors.

(ii) Virtually launched e-Office at Regional office Guwahati. This facility is a step towards e-governance enhancing the productivity of offices while maintaining transparency in functioning. An additional benefit of this step is accrual of carbon credit to EPFO contributing to the mission of environmental protection.

(iii) Inaugurated the 8th Zonal Call Centre at Zonal Office Guwahati: With this launch, EPFO call center attends call in Seven (7) local vernacular languages viz Bengali, Marathi, Gujarati, Tamil, Telugu, Kannadanow Assamese in addition to Hindi and English.

(iv) Released a compilation of 75 success stories of the functioning of field offices of EPFO

(v) Released a digital version of the compilation of relevant circulars of EPFO in the form of an e-Compendium of circulars for easy search and access of relevant circulars by all.

(vi) The Chairman CBT gave away awards to the best performing offices in e-nomination, Swachhta and ISO certification.

(vii) Virtually inaugurated office building of Chikmagalur & Shimoga Regional Offices

(viii) Virtually laid foundation stone for the construction of an office building in Naroda (Ahmedabad)

Further weekly activities were chosen and carried out by field offices. It was concluded with Har Ghar Tiranga Campaign which was from 13.08.2022 to 15.08.2022 in which various activities like posting of creative, uploading of photographs of campaign on Social Media/website were carried out.

Special Campaign 2.0 & Swachhta Drive :

A glance at the visit by Shri Bhupender Yadav, Minister of Labour & Employment, Govt. of India at EPFO Head Office accompanied by Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment, Govt. of India regarding the inspection of #Specialcampaign2.0.

Media Outreach of Special Campaign 2.0 &Swachhta Drive was conducted from 02nd October to 31st October 2022. Several photographs showing “Before and After” of the cleanliness drive were posted on Social Media everyday for the whole duration of the campaign.

Chintan Shivir

A Chintan Shivir' was organized by EPFO on 8th September 2022 at Surajkund, Haryana which was chaired by ShriBhupenderYadav Union Minister for Labour & Employment, Environment, Forest& Climate Change. ChintanShivir of EPFO themed 'EPFO@AmritKal – BehtarKal', first of its kind in the history of EPFO concluded with landmark discussions and far reaching recommendations for expansion and improvement in Services & Service Delivery Mechanism to it's subscribers. It was attended by domain experts, officers of Ministry of Labour & Employment and EPFO.

Following Five themes were discussed in Chintan Shivir :-

- Mission 10 crore – Growing EPFO scope
- Ease of Compliance – Service Expansion
- EPFO Karmayogi – Capable Organization
- Satisfied Members – Seamless Services
- Preparing for future – Pensioners Our Priority

70th Foundation Day Function

On the juncture of the 70th EPFO Foundation Day, Shri Bhupender Yadav, Minister of Labour & Employment, Govt. of India unveiled "EPFO @ 70 The Journey Exhibition" and emphasized the role of EPFO in nation-building.

EPFO celebrated its 70th Foundation Day on 01st November 2022 which was held at Dr. Ambedkar International Centre, New Delhi. Union Minister for Labour & Employment, Environment, Forest & Climate Change, Shri Bhupender Yadav inaugurated the 70th Foundation Day. He congratulated everyone on the occasion and emphasized the role of EPFO in nation-building and being an important part of nationwide Amrit Mahotsav celebrations. Hon'ble Minister also inaugurated an exhibition named “EPFO @70 – The journey “, displaying the 70 years of EPFO history. A documentary film on the 70 years of existence of the organization titled EPFO @70 was also played on the occasion highlighting the organization's achievements over the decades. A special cover commemorating 70 years of organization was released by Hon'ble Minister in collaboration with the Department of Post. On this occasion, Hon'ble Minister launched the document EPFO Vision @ 2047, Welcome Kit for Employers and Employees and a booklet on the ChintanShivirHon'ble Minister also laid the foundation stone of the Regional Office building, Pune in virtual mode.. He also inaugurated the Regional Office building in Ranchi in virtual mode.

Social Media Activities

C&PR Division educated the stakeholders & created awareness through social media by posting of creative's, cartoons, GIF and videos on Facebook, Twitter, Public App, Koo, Instagram and Youtube. Koo & Instagram accounts were opened in the month of April 2022. As on 31st December-2022, EPFO had 2,20,468 followers in Twitter, 3,07,595 in Facebook, 5,51,000 in Public App, 25,488 in Youtube, 5,772 in Instagram and 3,260 followers in Koo. The key areas of information dissemination and popularization by C&PR division during the year 2022 were: - What is SSA, Provisions under SSA, How to apply for Certificate of Coverage, Services on Pensioners Portal, Encouraging to file nomination, Annexure-K, Online facility to avail Annexure- k, Pension Adalat, JeevanPramaan Submission through Face Recognition, Pension & EDLI Calculator, Documents needed in case of death of member, Facilities to Pensioners, Salient Features of EPS, Principal Employer Functionality. In addition to this, creative's are being shared in Regional languages also.

Webinars

Webinars are being conducted by Field Offices for creating awareness and educating the stakeholders. From January to December 2022, total numbers of webinars organized were 30,043 with 1,58,457 stakeholders participating.

PRADHAN MANTRI ROJGAR PROTSHAN YOJNA (PMRPY)

6.62 The Pradhan Mantri Rojgar Protsahan Yojana (**PMRPY**) was launched on 9th August,2016. In order to incentivise creation and generation of new jobs in formal sector, the Scheme provided that Government of India will pay the Employee's Pension Scheme (EPS'95) contribution of 8.33% for all new employees enrolling under the Employees' provident Fund Scheme,1952 (with EPFO) for the first three years of their employment. This was intended to incentivise the employers to recruit unemployed persons and also to formalize the employment. In order to channelize this intervention towards the target group of semi-skilled and unskilled workers, the Scheme was applicable to those with salary/wages upto Rs15000/-per month and who had not worked in any establishment registered with EPFO prior to 01/04/2016 and did not have UANpriorto01/04/2016.This Scheme had a dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. To check duplication errors and prevent unscrupulous members from availing the benefit, it was mandated that the UAN of beneficiaries will be seeded with Aadhaar.

6.63 In case of the textile (apparel) sector where the establishment particularly dealt with manufacturing of wearing apparel, the employers were also eligible to get 3.67% of employers' share of EPF contribution paid by the Government (in addition to paying the EPS' 95 contribution of 8.33%) under the Pradhan Mantri Paridhan Rojgar ProtsahanYojana (**PMPRPY**).

6.64 With effect from 01/04/2018, the whole of employer's share of EPF& EPS contribution (10% or 12% as the case may be) is being provided to the employers for a period of three years in respect of the new employees and the existing employees for their remaining period of three years. Hence, the establishments and the employees therein which were getting twin benefits under both PMRPY & PMPRPY now are eligible for the full benefit of 12% (or 10%) under PMRPY since 01.04.2018. The terminal date for registration of beneficiary through establishment was 31st March, 2019. However, the beneficiaries registered up to 31.03.2019 were eligible to continue to receive the benefits for 3 years from their date of registration under the scheme.

6.65 The Scheme received good response from the employers. Though a little slow initially, but with the effective and large scale publicity by Head Office and the field offices of EPFO through conduct of Seminars and workshops with both the employers & Employers' Associations and employees & Union representatives, the response picked up fast and by the terminal date of registration, 185022 establishments had registered with 13791049 employees under the scheme. Out of this, 152900 establishments had been benefitted in respect of 12169960 employees amounting to Rs. 927717 Crore. The year wise details are given as under:

PMRPY

Financial Year	New unique beneficiaries	Employers benefitted	Subsidy disbursed (Rs. In Crore)
2016-17	33031	868	2.58
2017-18	3025084	39423	491.96
2018-19	8746888	144736	3870.88
2019-20	364957	135760	3393.60
2020-21	NIL	111568	1197.84
2021-22	NIL	72735	296.46

PMRPY

6.66 The Government has revised the Scheme guidelines dated 23.02.2017 vide their order dated 07.03.2019. This has produced the effect that for any establishment to avail upfront benefit under PMRPY for a particular wage month, it is now mandatory that the ECR is filed by 15th of the subsequent month.

PMPRPY

Financial Year	Employees benefitted	Employers benefitted	Subsidy disbursed (Rs. In Crore)
2016-17	3900	19	0.18
2017-18	218304	689	18.75
2018-19	46840	781	5.04
2019-20	The PMPRPY scheme has been merged with PMRPY subsequent to notification dated 01.04.2018		
2020-21			
2021-22			

PMPRPY

6.67 On the initiative of the ACC (HQ) PMRPY and the help of Concurrent Audit Cell as well as IS Division, a scrutiny of the data of beneficiaries under PMRPY scheme was taken up and the same was validated with the legacy data of members exiting before 01.04.2016 on different parameters like, PAN, Aadhar, Name, Father's Name, Date of Birth and Gender of the beneficiaries. The outcome located a large member of duplicate cases who were suspected to be in-eligible beneficiaries under the PMRPY scheme. Such accounts were blocked and further flow of benefited under the PMRPY scheme in respect of the suspected UANs was disallowed.

6.68 The lists of such cases were pushed into the logins of the respective establishments for verification and certification of their authenticity. A notice to the effect was also issued to all the related establishments by the respective RPFCs with a request to either confirm their authenticity or block those cases permanently.

6.69 During the Financial Year 2019-20, the de-duplication exercise was completed involving verification of about 8.98 lakh UANs registered under PMRPY. Out of this, employers had availed benefit under PMRPY in lieu of a total of 7,62,013 ineligible member beneficiaries. Accordingly, a recovery module was prepared by the IS Division for recovering the principal amount along with interest and damages. The details of recovery effected from employers are as follows:-

Principal amount	269.78 crores
Damages	30.99 crores
Interest	15.57 crores.
Total	316.34 crores

6.70 This exercise has led to massive savings for the Government of India, firstly by recovering the subsidy already disbursed in respect of ineligible beneficiaries, and secondly by preventing further subsidy disbursal into such accounts. We can safely assume that the total savings would be in excess of Rs 500cr.

6.71 ELIGIBILITY

- Any Establishment registered with EPFO and having LIN
- Any new employee
- Registered with EPFO on or after 01-April-2016
- Having UAN generated after01-April-2016
- UAN seeded with Aadhaar
- Earning up to (and including) Rs.15,000/- per month.
- Benefit will continue against an employee on changing of job if other conditions satisfied
- Maximum 3 years benefit against an employee from the first date of joining in the scheme.

6.72 Assam Tea Employees Provident Fund Organisation (ATEPFO)

Social Security for Plantation workers in Assam is operated through the State Government of Assam. Following schemes are dealt by ATEPFO:-

(i) Deposit Linked Insurance Scheme

(ii) Family Pension cum Life Assurance Scheme

6.73 Deposit Linked Insurance Scheme

The Deposit Linked Insurance Scheme introduced in the year 1984. Deposit Linked Insurance Scheme provides assurance benefit to the family of a deceased member of the Fund who dies while in service. The quantum of the DLI Benefit admissible to the family of the deceased member is Rs. 1,00,000/- (minimum) to Rs. 2,00,000/-(maximum) from April, 2020. Central Government pays contribution towards Deposit Linked insurance (DLI) Scheme under DLI Fund @ 0.25% (Contribution) and 0.05% (Administrative Charges) of the wages of the PF members. Government of India had released a sum of Rs.10.37 crore for the year 2021-2022 under the Deposit Linked Insurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 9.28 crore has been released during the year 2022-2023 (upto 31.01.2023) under the said scheme. Family Pension cum Life Assurance Scheme The Family Pension Scheme came into force with effect from 01-04-1972. Family Pension cum Life Assurance Scheme provides family pension to the family of a deceased member of the Scheme who dies while in Service. The quantum of the Family Pension admissible to the family of the deceased member is Rs.1000/-(minimum) to Rs.1500/- (maximum). The Central Government pays contribution towards Family Pension Scheme @ 1.16% of the wages of the PF members. The Central Government is also paying Administrative Cost towards the Scheme fully. Government of India had released a sum of Rs. 39.63 crore for the year 2021- 22 under the Family Pension cum Life Assurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 35.72 crore has been released during the year 2022-2023 (upto 16.01.2023) under the said scheme

Major Achievements:-

a. Around 20,000 new P.F. Members has been enrolled under ATEPFO during 2021-22

b. 30 Nos. of Tea Estate/Tea Factory has been brought under ATEPFO during 2021-22.

c. Online deposit of P.F. and other allied dues under ATE

6.74 THE EMPLOYEE'S COMPENSATION ACT, 1923

The Employees' Compensation Act, 1923 enables the dependents of an employee to secure compensation at the cost of his employer after the death of employee due to employment injury. It also provides for compensation in case of employment injury during the course of employment.

6.75 If an employee contracts an occupational disease while in employment, it is also treated under the Act as injury caused by accident.

6.76 Through the Employee's Compensation (Amendment) Act, 2017, Section 17A has been added. Now, “Every employer shall immediately at the time of employment of an employee, inform the employee of his rights to compensation under this

Act, in writing as well as through electronic means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee". Further, under Section 18A, penalty for contravention of Act has been increased from present Rs.5,000/- **to not less than** Rs.50,000/- which may extend to one lakh rupees. As per Section 30, the amount of dispute has been revised to go for an appeal from Rs. 300/- to Rs.10,000/- or such higher amount notified by the Central Government, so as to reduce litigation.

THE MATERNITY BENEFIT ACT, 1961

6.77 The Maternity Benefit Act, 1961 regulates the employment of women in factories, mines, the ciprcus industry plantation units and shops or establishments employing 10 or more persons except the employees covered under the Employees State Insurance (ESI) Act, 1948 for certain period before and after birth and provides for maternity and other benefits. It extends to the whole of India. Following benefits are available under the Maternity Benefit Act 1961:-

- 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For more than two children and for adopting/commissioning mothers, 12 weeks of paid maternity leave.
- One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation).
- Two nursing breaks of 15 minutes until the child attains the age of 15 months.
- Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge.
- Light works for 10 weeks.
- Immunity from dismissal during absence of pregnancy.
- Ne deduction of wages of woman entitled for maternity benefit.
- Facility of work from home'.
- Facility of crèche if 50 or more employees are working in the establishment with daily four visits.

THE PAYMENT OF GRATUITY ACT, 1972

6.78 Objective

The Payment of Gratuity (PG) Act, 1972 provides for a Scheme of compulsory payment of gratuity to employees engaged in factories, mines, oilfields, plantations, ports, railway companies, motor transport undertakings, shops or other establishments on the termination of his employment after he has rendered continuous service for not less than five years on his superannuation, or on his retirement or registration, or on his death or disablement due to accident or disease, provided that the completion of continuous service of five years shall not be necessary where the termination of the employment of any employees is due to death or disablement. Payment of Gratuity is an employer's liability under the extant provisions of the PG Act.

6.79 Coverage

- Every factory, mine, oil-field, plantation, port and railway company.
- Every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed or were employed on any day of the preceding twelve months.
- Such other establishments or class of establishments in which ten or more employees are employed or were employed on any day of the preceding twelve months as the Central government may, by notification, specify in this behalf.
- A shop or establishment once covered shall continue to be covered notwithstanding that the number of persons employed therein at any time falls below ten.

6.80 Entitlement

Every employee, other than apprentice irrespective of his wages is entitled to receive gratuity after he has rendered continuous service for five years or more. Gratuity is payable at the time of termination of his service either (i) on superannuation or (ii) on retirement or registration or (iii) on death or disablement due to accident or disease. Termination of services includes retrenchment. However, the condition of five years' continuous service is not necessary if services are terminated due to death or disablement. In case of death of the employee, the gratuity payable to him is to be paid to his nominee, and if no nomination has been made, then to his heirs.

6.81 Calculation of Benefits

For every completed year of service or part thereof in excess of six months, the employer pays gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn. As per section 4(3) of the Act, the amount of the gratuity payable to an employee shall not exceed such amount as may be notified by the Central Government from time to time. At present the ceiling under the Act is Rs.20,00,000/-.

6.82 Administration

The Act is enforced both by the Central and State Government. Section 3 authorizes the appropriate government to appoint any officer as a controlling authority for the administration of the Act. Mines, major ports, oilfields, railway companies and establishment owned or controlled by the Central Government and establishment having branches in more than one State are controlled by the Central Government. The remaining factories and/ establishments are looked after by the State Governments.

6.83 The Central/State Governments appoint the Controlling Authorities and Inspectors for different areas, to ensure that the provisions of the Act are complied with. The Central/State Governments also frame rules for administration of the Act. In Maharashtra, the labour courts in different localities are notified as Controlling Authorities for the administration of the Act.

6.84 In pursuance to a judgment of Hon'ble Supreme Court, the definition of 'employee' as per the section 2(e) of the Act, in order to cover the teachers in educational institutions under the Act, has been amended vide the Payment of Gratuity (Amendment) Act, 2009, notified on 31.12.2009, with effect retrospectively i.e. from 3rd April, 1997.

6.85 Consequent upon the Payment of Gratuity (Amendment) Act, 2018, notified on 29.03.2018, Ministry of Labour and Employment has enhanced the ceiling on amount of gratuity from Rs.10 lakh to Rs. 20 lakh under the Act, vide Notification No. S.O.1420 (E) dated 29.03.2018, with effect from 29.03.2018.

Sr. No.		Name of State	Location of ESIS hospital
1	I	Andhra Pradesh	Visakhapatnam
	II		Rajamahendravaram
	III		Tirupati
	IV		Vijayawada
2	I	Goa	Margao
3	I	Gujarat	Vadodara (General Hospital)
	II		Bhavnagar
	III		Jamnagar
	IV		Kalol
	V		Rajkot
	VI		Rajpur,Hirpur
	VII		Surat

4	I	Haryana	Ballabgarh (Faridabad)
	II		Bhivani
	III		Jagadhari
	IV		Panipat
5	I	Himachal Pradesh	Parwanoo
6	I	Jharkhand	Maithan
7	I	Karnataka	Indira Nagar
	II		Mysuru
	III		Mangalore
	IV		Davanagere
	V		Hubli
	VI		Belgaum
	VII		Dandeli
8	I	Kerala	Alleppy
	II		Ernakulam
	III		feroke
	IV		Mulamkunnathukavu
	V		Olarikkara
	VI		Palakkad
	VII		Peroorkada
	VIII		Thottada
	IX		Vedavathoor
9	I	Madhya Pradesh	Bhopal
	II		Dewas
	III		Gwalior
	IV		Indore (TB)
	V		Nagda
	VI		Ujjain
10	I	Maharashtra	Aurangabad
	II		Chinchwad
	III		Kandivali
	IV		MGM
	V		Mulund
	VI		Nagpur
	VII		Nasik
	VIII		Sholapur
	IX		Thane
	X		Ulhasnagar
	XI		Washi
	XII		Worli

11	I	Odisha	Kansbahal
	II		Bhubaneswar
	III		Choudwar
	IV		Jaykapur
12	I	Puducherry	Gorimedu Hospital
13	I	Punjab	Amritsar
	II		Hoshiarpur
	III		Jalandhar
	IV		Mandigobindhgarh
	V		Mohali
	VI		Phagwara
14	I	Rajasthan	Bhilwara
	II		Jodhpur
	III		Kota
	IV		Pali
15	I	Tamilnadu	Ayanavaram, Chennai
	II		Hosure
	III		Madurai
	IV		Salem
	V		Sivakasi
	VI		Tirucharapally
	VII		Vellore
	VIII		Coimbatore (Govt. Medical College)
16	I	Telangana	Nacharam
	II		R.C. Puram
	III		Sirpurkagarnagar
	IV		Warangal
17	I	Uttar Pradesh	Sarwodyanagar
	II		Pandunagar
	III		Kidwai Nagar
	IV		Azadnagar
	V		Agra
	VI		Prayagraj
	VII		Modinagar
	VIII		Aligarh
	IX		Saharanpur
	X		Pipri

18	I	West Bengal	Asansol
	II		Baltikuri
	III		Bandel
	IV		Bellur Belly
	V		Budge-Budge
	VI		Durgapur
	VII		Gourhati
	VIII		Kalyani
	IX		Kamarhati
	X		Manicktola
	XI		Sealdah
	XII		Serampore
	XIII		Uluberia

List of non-functional ESIS Hospitals

Sr. No.	State	Location of ESIS Hospitals
1	**Bihar**	
	(a)	Dalmia Nagar (72 beds)
	(b)	Munger (30 beds)
2	**Gujarat**	
	(a)	Vadodara (Chest Disease Hospital)
3	**Karnataka**	
	(a)	Shahbad (25 beds)
4	**Odisha**	
	(a)	Brajrajnagar (50 beds)
	(b)	Barbil (6 beds)

Sr.	State	Name of ESIC Hospital
1	Assam	Beltola, Guwahati
2	Assam	Tinsukia
3	Bihar	Bihta
4	Bihar	Phuwarisharif, Patna
5	Chandigarh	Ramdarbar, Chandigarh
6	Chhatisgarh	Korba
7	Chhatisgarh	Raipur
8	Delhi	Basaidarapur
9	Delhi	Jhilmil
10	Delhi	Okhla
11	Delhi	Rohini

12	Gujrat	Ankleswar
13	Gujrat	Bapunagar
14	Gujrat	Naroda
15	Gujrat	Vapi
16	Haryana	Faridabad Hospital & MC
17	Haryana	Gurgaon
18	Haryana	Manesar
19	Himachal Pradesh	Baddi
20	Jammu & Kashmir	Bari Brahmana
21	Jharkhand	Adityapur
22	Jharkhand	Namkum, Ranchi
23	Karnataka	Gulbarga
24	Karnataka	Peenya
25	Karnataka	Rajajinagar, Bangalore
26	Kerala	Asramam, Kollam
27	Kerala	Ezhukone
28	Kerala	Udyogamandal
29	Madhya Pradesh	Indore
30	Maharashtra	Andheri
31	Maharashtra	Bibvewadi
32	Maharashtra	Kolhapur
33	Odisha	Angul
34	Odisha	Rourkela
35	Punjab	Ludhiana
36	Rajasthan	Alwar
37	Rajasthan	Bhiwadi
38	Rajasthan	Jaipur
39	Rajasthan	Udaipur
40	Tamilnadu	Tirunelveli
41	Tamilnadu	K.K Nagar, Chennai
42	Telangana	S.S.Sanathnagar
43	Telangana	Sanathnagar MC
44	Uttar Pradesh	Bareilly
45	Uttar Pradesh	Jajmau, Kanpur
46	Uttar Pradesh	Noida
47	Uttar Pradesh	Sahibabad
48	Uttar Pradesh	Sarojinagar, Lucknow
49	Uttar Pradesh	Varanasi
50	Uttrakhand	Rudrapur
51	West Bengal	Joka

Annexure 2

	LIST OF INSTITUTIONS
A	**Medical Colleges (year of setting up)**
1	ESIC Medical College & Hospital, Rajajinagar, Bangalore (2012)
2	ESIC Medical College & Hospital, KK Nagar, Chennai (2013)
3	ESIC Medical College & Hospital, Joka, Kolkata (2013)
4	ESIC Medical College & Hospital, Gulbarga, Karnataka (2013)
5	ESIC Medical College & Hospital, Faridabad, Haryana (2015)
6	ESIC Medical College & Hospital, Sanathnagar, Hyderabad (2016)
7	ESIC Medical College & Hospital, Alwar, Rajasthan (2021)
8	ESIC Medical College & Hospital, Bihta - Patna, Bihar (2021)
B	**Post – Graduate Institutes**
1	ESI-PGIMSR Basaidarapur Delhi (2011)
2	ESI-PGIMSR Andheri, Mumbai (2011)
3	ESI-PGIMSR Maniktala, Kolkata (2013)
C	**Dental Colleges**
1	ESIC Dental College, Rohini, Delhi (2010)
2	ESIC Dental College, Gulbarga, Karnataka (2017)
D	**Nursing Colleges**
1	College of Nursing, Indiranagar, Bangalore (2013)
2	College of Nursing, Gulbarga, Karnataka (2015)
E	**Para-Medical Institute**
1	ESIC Paramedical Institution, Gulbarga, Karnataka (2019)

*****

Chapter-7 LABOUR WELFARE

Labour Welfare (Health) Scheme

7.1 Labour Welfare Organisation under the Ministry of Labour & Employment administers Welfare Funds for the Welfare of (i) Beedi, (ii) Cine, Iron Ore / Manganese Ore / Chrome Ore, (iv) Limestone and Dolomite Mine Workers which were set up under various Acts of Parliament. The concept of Labour Welfare Fund was evolved in order to extend a measure of social assistance to workers in the unorganized sector. Towards this end, separate legislations were enacted by Parliament to set up five Welfare Funds to be administered by Ministry of Labour & Employment to provide medical care to workers employed in beedi industry, certain non-coal mines, and cine workers.

7.2 The scheme of Welfare Funds is outside the framework of specific employer and employee relationship in as much as the resources are raised by the Government on a non-contributory basis and delivery of welfare services affected without linkage to individual worker's contribution. Welfare funds, which follow a sectoral approach, are in addition to a large number of various other poverty alleviation and employment generation programmes, which follow a regional approach and for which most of these workers are eligible.

7.3 The basic objective of this scheme is to provide Health to more than 50 lakh poor and illiterate Beedi/ Cine/ Iron, Manganese, Chrome/ Limestone & Dolomite/ Mica Mine workers and their family members. These workers belong to unorganized and economically weaker sections of the society. These workers have very low literacy rate, poor health standards and low per capita income. The Scheme becomes a medium to enhance the living standards of this section of workers.

7.4 Health care facilities are being provided to Beedi, Cine and Non Coal Mine workers and to their families through **10** Hospitals and **277** Dispensaries located across the country.

7.5 Conducting welfare activities for Beedi / LSDM / MICA / IOMC / Cine workers and their dependents in the field of Health, Education and Housing.

7.6 Health care facilities have been provided to approx. 50 Lakh Beedi / LSDM / MICA / IOMC / Cine workers and their families.

<table>
<tr><th>S.No</th><th>HEALTH SCHEME</th><th colspan="2">Salient Features</th></tr>
<tr><td colspan="4"></td></tr>
<tr><td rowspan="2">1.</td><td rowspan="2">Health care facilities are being provided to Beedi, Cine and Non Coal Mine workers and to their families through 10 Hospitals and 2 77 Dispensaries located across the country.</td><td colspan="2">Reimbursement of expenditure for specialized treatment taken under Government recognized Hospitals in case of critical disease.</td></tr>
<tr><td>Cancer</td><td>Re-imbursement of expenditure up to Rs. 7,50,000/ - on treatment, medicines and diet charges incurred by workers and their dependents.</td></tr>
</table>

		Heart Diseases	Reimbursement of expenditure up to Rs. 1,30,000/- to workers.
		Kidney Transplantation	Reimbursement of expenditure up to Rs. 2,00,000/- to workers.

7.7 State/UT wise details of registered Beedi Workers

SI.No.	Name of Region	Name of State/UT	Total
1.	Ahmedabad	Gujarat	**39011**
2.	Ajmer	Rajasthan	**38791**
3.	Lucknow	Uttar Pradesh	**412757**
4.	Bangalore	Karnataka	**295501**
5.	Bhubaneswar	Odisha	**208212**
6.	Hyderabad	Andhra Pradesh/ Telangana	**458040**
7.	Jabalpur	Madhya Pradesh	**440556**
8.	Kolkata	West Bengal	**1829203**
9.	Guwahati	Assam	**24398**
10.	Thiruvananthapuram	Kerala	**40276**
11.	Nagpur	Maharashtra	**155089**
12.	Patna	Bihar	**296972**
13.	Raipur	Chhattisgarh	**3893**
14.	Tirunelveli	Tamil Nadu	**603076**
15.	Ranchi	Jharkhand	**136519**
	Total		**49,82,294**

7.8 The Labour Welfare Organization is headed by a Director General (Labour Welfare). He is assisted by eighteen (18) Regional Welfare Commissioners for the purpose of administration of these Funds in the States. The jurisdiction of each Welfare Commissioner has been shown in the Table below: